

DOCUMENT RESUME

ED 472 384

RC 023 864

TITLE The Class "C" Survey, 2002-2003: Comparisons of Budgets, Levies and Enrollments of Class "C" Montana School Districts.

INSTITUTION Western Montana Coll., Dillon. Montana Rural Education Center.

PUB DATE 2003-00-00

NOTE 88p.; Appendix contains handwritten data. For 1999-2000 survey, see ED 445 878.

AVAILABLE FROM Montana Rural Education Center, 710 S. Atlantic, Dillon, MT 59725; Tel: 406-683-7143 (\$10).

PUB TYPE Numerical/Quantitative Data (110) -- Tests/Questionnaires (160)

EDRS PRICE EDRS Price MF01/PC04 Plus Postage.

DESCRIPTORS Assessed Valuation; Budgets; Elementary Secondary Education; *Enrollment; Expenditure per Student; Questionnaires; Rural Schools; *School District Spending; School Districts; School Personnel; School Surveys; *School Taxes; *Small Schools; Tables (Data); *Teacher Salaries; Teacher Student Ratio

IDENTIFIERS *Montana; *Small School Districts; Unit Schools

ABSTRACT

This report presents data on enrollments, budgets, levies, costs per pupil, and teacher and staff salaries in Montana's smallest (Class "C") school districts for 2002-03. Class C indicates high school enrollment of 130 students or less. Surveys were received from 69 of 93 public schools and 1 of 5 nonpublic schools in the category. The range of Class C enrollments was 40-243 (average 119) in elementary schools, 22-120 (average 68) in high schools, and 26-363 (average 145) in K-12 schools. Cost per pupil to the general fund budget without special education averaged \$4,182 in elementary schools, \$7,296 in high schools, and \$6,006 in K-12 districts. The pupil/teacher ratio averaged 11.1 in elementary schools, 7.6 in high schools, and 7.9 in K-12 districts. Teacher salaries averaged \$28,792. Data tables provide the following information for each responding school: enrollment; taxable valuation (total and per pupil); general fund budget without special education (total and per pupil); general fund reserve as percentage of general fund; guaranteed tax base per mill; over base budget and levy mills required; special education budget and FTE personnel; transportation budget and cost per pupil; teacher salaries as percentage of total general fund; teacher/enrollment ratio; and teacher salaries (base, average, and highest). Summary tables present minimum and maximum wages for school staff and salaries for extra duty items. Appendix details individual school data on staff wages and extra duty payments. (Contains survey questionnaire.) (SV)

THE CLASS "C" SURVEY 2002-2003

Comparisons of Budgets, Levies and Enrollments of Class "C" Montana School Districts

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INTRODUCTION

This edition of the *Class C Survey Report* marks the twenty-second year of Class C school research by the Montana Rural Education Center. The data is based upon survey responses from 69 of the 93 public schools and one of the five nonpublic schools in the Class C category. This report reflects data from 71% of all Class C schools in Montana. The purpose of this survey is to provide Montana Class C school districts with information about how each compared to other schools of the same size category with regard to budgets, levies, and enrollment.

This is the twelfth year that the Class C survey will be submitted to the ERIC Clearinghouse on Rural Education and Small Schools. Since the Center receives requests for copies of the survey from out-of-state researchers, the classification and size of school districts in the survey is important. The survey uses the Montana High School Association classification, which groups high schools according to enrollment for competitive activities. Class C indicates an enrollment of 130 high school students or less and is used to denote the smallest school districts in the state.

The largest Class C school responding this year is Victor with 363 average number belonging (ANB) in K-12; the smallest high school responding is Willow Creek with 22 ANB.

Based on the dozens of requests we get for this report, we are committed to continuing this annual project. The Center thanks those of you who filled out this year's survey, and extends a special thanks to those who complete the survey year after year. The survey is compiled and published as a service to the small schools of Montana by the Montana Rural Education Center of The University of Montana - Western. Many of you take time to send comments and suggestions for revising the survey. Those comments are appreciated and incorporated, whenever possible.

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SCHOOL _____

2002-2003 SURVEY FOR CLASS "C" SCHOOLS WITH A HIGH SCHOOL

Results compiled by Montana Rural Education Center of
The University of Montana – Western

	Elementary District	High School District	K-12 District
1. Budget Amount in Teachers' Salaries	_____	_____	_____
2. Number of F.T.E. Teaching Staff non-Special Education Staff	_____	_____	_____
3. Number of Special Education F.T.E. Teaching Staff	_____	_____	_____
The following information can be obtained from OPI Budget Reports FP-1:			
4. A.N.B. 2002-03 (Budget Cover Page)	_____	_____	_____
5. Taxable Valuation (Budget Cover Page)	_____	_____	_____
6. General Fund (BASE) Budget (Page 3, Part II, Line G)	_____	_____	_____
7. General Fund Reserve – Total (Page 3, Part III, Line D)	_____	_____	_____
8. Total Transportation Budget (Page 6, Line 0001)	_____	_____	_____
9. Special Education Allowable Costs (Page 3, Part I, Line C) OR Related Services Payment to Co-op (Page 3, Part I, Line D)	_____	_____	_____
10. Guaranteed Tax Base for District per mill (Page 3, Part I, ...) Line E: _____ Line F: _____	_____	_____	_____
11. Over BASE Budget in Dollars (Page 5, Part V, Line A2)	_____	_____	_____
12. Over BASE Levy Mills Required (Page 5, Part V, Line P)	_____	_____	_____

TEACHER SALARY SCHEDULE

Base Salary	_____
Average Teacher's Salary	_____
Highest Salary on Negotiated	_____
Highest Salary Actually Paid	_____

OVER – Please complete the reverse side of this survey

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	_____

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	_____	Years in position _____
Secretary (per hr)	_____	_____	Years in position _____
Maintenance Person (per hr)	_____	_____	Years in position _____
Custodian (per hr)	_____	_____	Years in position _____
Assistant Custodian (per hr)	_____	_____	
Head Cook (per hr)	_____	_____	Years in position _____
Assistant Cooks (per hr)	_____	_____	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	_____	_____	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays	_____	
Debate & Speech	_____	
Cheerleader Advisor	_____	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? _____ or Per event? _____
Senior Class Advisor	_____	
Junior Class Advisor	_____	
Band Director	_____	
Choir Director	_____	
Drill Team	_____	
FFA	_____	
FCCLA	_____	
BPA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	_____	Extra duty _____ or Duties done during contracted day _____
Football, Head Coach	_____	Years in position _____
Football, Asst. Coach	_____	
Volleyball, Head Coach	_____	
Girls' Basketball, Head Coach	_____	Years in position _____
Girls' Basketball, Asst. Coach	_____	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	_____	Years in position _____
Boys' Basketball, Asst. Coach	_____	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	_____	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	_____	Years in position _____
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

* | _____ percentage of base salary, please indicate that percentage _____ %.

THE CLASS C SURVEY 2002-2003

COMPARISONS OF BUDGETS, LEVIES AND ENROLLMENTS

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Schools Participating in the 2002-03 Class C Survey

Alberton*	Highwood	Richey
Augusta	Hinsdale	Roberts*
Bainville*	Hobson*	Roy*
Belt	Hot Springs	Ryegate*
Big Sandy	Hysham*	Saco
Blue Sky School*	Joliet	Saint Regis*
Brady*	Joplin-Inverness*	Savage
Broadview	Judith Gap	Scobey*
Centerville	K-G	Sheridan
Charlo	Lambert	Shields Valley
Chester	Lavina*	Sunburst*
Circle	Lima*	Terry*
Culbertson	Manhattan Christian*	Twin Bridges*
Custer*	Medicine Lake*	Valier
Dodson	Moore	Victor*
Drummond	Nashua*	West Yellowstone*
Ekalaka	Noxon	White Sulphur Springs
Fairview	Opheim*	Whitewater*
Flaxville*	Park City	Wibaux*
Froid	Peerless*	Willow Creek
Geraldine	Plevna*	Winifred*
Geyser	Power	Winnett*
Harrison*	Rapleje	
	Reedpoint	

** indicates a K-12 School*

69 responding of 93 public Class C
1 responding of 5 nonpublic schools
70 Total Responses (71% of all Class C schools)

Thank you for completing the survey for this year's report. Participating schools receive this report at no charge. Additional copies may be purchased for \$10 by contacting the Montana Rural Education Center, The University of Montana - Western, 406-683-7143.

ANB - Elementary and High School

Elementary

Joliet	243
Belt	236
White Sulphur Springs	218
Centerville	217
Charlo	217
Chester	207
Park City	200
Shields Valley	182
Circle	176
Culbertson	166
Fairview	151
Sheridan	149
Valier	148
Hot Springs	146
Drummond	139
Noxon	127
Big Sandy	122
Ekalaka	104
Broadview	96
Savage	90
Highwood	86
Geraldine	84
Hinsdale	81
Power	79
Geyser	77
Reedpoint	68
Lambert	66
Saco	62
K-G	61
Augusta	60
Dodson	59
Judith Gap	53
Richey	53
Moore	52
Froid	51
Rapleje	48
Willow Creek	40

Average 119

High School

Noxon	120
Joliet	118
Fairview	114
Charlo	108
Sheridan	106
Chester	103
Shields Valley	103
Belt	99
Centerville	98
Park City	92
Drummond	89
Circle	86
Hot Springs	85
Valier	84
White Sulphur Springs	79
Culbertson	77
Big Sandy	75
Savage	71
Ekalaka	70
Power	61
Geraldine	51
K-G	50
Augusta	49
Broadview	44
Geyser	44
Richey	43
Lambert	41
Highwood	39
Hinsdale	39
Reedpoint	37
Froid	36
Moore	36
Judith Gap	35
Rapleje	32
Dodson	31
Saco	31
Willow Creek	22

Average 68

ANB K-12 Districts

Victor	363
Sunburst	298
Scobey	287
Twin Bridges	273
West Yellowstone	243
Alberton	204
Wibaux	192
Terry	186
Saint Regis	178
Roberts	165
Hobson	160
Hysham	154
Harrison	131
Lavina	129
Nashua	129
Blue Sky School	127
Medicine Lake	123
Winifred	121
Lima	105
Plevna	104
Ryegate	97
Custer	96
Whitewater	85
Winnett	85
Joplin-Inverness	79
Opheim	79
Bainville	77
Roy	77
Brady	75
Peerless	33
Flaxville	26

Average 145

Total ANB - All Districts
Elementary - High School - K-12

Victor	363	Harrison	131
Joliet	361	Lavina	129
Belt	335	Nashua	129
Charlo	325	Blue Sky School	127
Centerville	315	Highwood	125
Chester	310	Medicine Lake	123
Sunburst	298	Winifred	121
White Sulphur Springs	297	Geyser	121
Park City	292	Hinsdale	120
Scobey	287	K-G	111
Shields Valley	285	Augusta	109
Twin Bridges	273	Lambert	107
Fairview	265	Lima	105
Circle	262	Reedpoint	105
Sheridan	255	Plevna	104
Noxon	247	Ryegate	97
West Yellowstone	243	Custer	96
Culbertson	243	Richey	96
Valier	232	Saco	93
Hot Springs	231	Dodson	90
Drummond	228	Judith Gap	88
Alberton	204	Moore	88
Big Sandy	197	Froid	87
Wibaux	192	Whitewater	85
Terry	186	Winnett	85
Saint Regis	178	Rapleje	80
Ekalaka	174	Joplin-Inverness	79
Roberts	165	Opheim	79
Savage	161	Bainville	77
Hobson	160	Roy	77
Hysham	154	Brady	75
Broadview	140	Willow Creek	62
Power	140	Peerless	33
Geraldine	135	Flaxville	26

Average 167.5

Taxable Valuation

Elementary		High School	
Belt	7,771,706.00	Ekalaka	10,149,205.00
Broadview	6,862,221.00	Noxon	9,227,756.00
Culbertson	5,907,882.00	White Sulphur Springs	7,749,266.00
Big Sandy	5,498,363.00	Broadview	7,061,633.00
Noxon	5,289,111.00	Big Sandy	5,988,106.00
Chester	5,029,740.00	Circle	5,915,190.00
White Sulphur Springs	4,564,492.00	Geraldine	5,489,028.00
Geraldine	4,552,562.00	Chester	5,399,742.00
Saco	4,373,171.00	Culbertson	5,386,344.00
Shields Valley	4,348,491.00	Belt	4,540,968.00
K-G	3,863,543.00	Rapleje	4,347,767.00
Circle	3,862,397.00	K-G	4,248,105.00
Rapleje	3,780,397.00	Hinsdale	4,154,795.00
Hinsdale	3,554,792.00	Joliet	4,048,532.00
Moore	3,309,740.00	Drummond	4,034,001.00
Drummond	3,078,904.00	Shields Valley	3,823,519.00
Park City	2,756,258.00	Froid	3,800,305.00
Valier	2,644,906.00	Saco	3,773,168.00
Judith Gap	2,607,789.00	Moore	3,734,424.00
Sheridan	2,420,990.00	Sheridan	3,406,321.00
Augusta	2,415,766.00	Valier	3,295,609.00
Joliet	2,368,976.00	Park City	2,737,681.00
Fairview	2,101,690.00	Augusta	2,642,411.00
Centerville	1,930,750.00	Fairview	2,404,740.00
Richey	1,640,632.00	Judith Gap	2,183,105.00
Ekalaka	1,633,742.00	Geyser	2,180,356.00
Froid	1,552,952.00	Richey	2,169,000.00
Geyser	1,524,250.00	Charlo	2,021,279.00
Lambert	1,478,659.00	Centerville	1,950,268.00
Highwood	1,423,767.00	Hot Springs	1,898,814.00
Charlo	1,397,828.00	Highwood	1,599,328.00
Hot Springs	1,378,366.00	Savage	1,552,493.00
Power	1,345,447.00	Power	1,450,811.00
Savage	1,247,583.00	Dodson	1,336,045.00
Reedpoint	1,241,835.00	Lambert	1,315,281.00
Dodson	1,210,838.00	Reedpoint	1,050,362.00
Willow Creek	1,095,757.00	Willow Creek	923,193.00
Average	3,055,845.76	Average	3,756,458.14

**Taxable Valuation
K-12 Districts**

West Yellowstone	7,039,147.00
Sunburst	4,717,282.00
Victor	4,352,722.00
Hobson	4,057,273.00
Hysham	4,051,296.00
Whitewater	4,051,132.00
Twin Bridges	3,857,981.00
Ryegate	3,398,823.00
Terry	3,358,990.00
Saint Regis	3,284,515.00
Bainville	3,183,284.00
Opheim	3,101,838.00
Blue Sky School	3,043,913.00
Joplin-Inverness	2,869,117.00
Wibaux	2,795,748.00
Scobey	2,739,064.00
Plevna	2,621,130.00
Alberton	2,248,583.00
Brady	2,245,656.00
Nashua	1,970,229.00
Lavina	1,892,000.00
Custer	1,870,225.00
Harrison	1,744,058.00
Winnett	1,636,747.00
Lima	1,628,834.00
Winifred	1,400,136.00
Roberts	1,233,767.00
Flaxville	1,192,624.00
Medicine Lake	1,144,093.00
Roy	944,811.00
Peerless	736,639.00
Manhattan Christian	-

Average 2,637,864.28

Taxable Valuation by ANB

Elementary

Rapleje	78,758.27
Broadview	71,481.47
Saco	70,535.02
Moore	63,648.85
K-G	63,336.77
Geraldine	54,197.17
Judith Gap	49,203.57
Big Sandy	45,068.55
Hinsdale	43,886.32
Noxon	41,646.54
Augusta	40,262.77
Culbertson	35,589.65
Belt	32,930.96
Richey	30,955.32
Froid	30,450.04
Willow Creek	27,393.93
Chester	24,298.26
Shields Valley	23,892.81
Lambert	22,403.92
Drummond	22,150.39
Circle	21,945.44
White Sulphur Springs	20,938.04
Dodson	20,522.68
Geyser	19,795.45
Reedpoint	18,262.28
Valier	17,870.99
Power	17,030.97
Highwood	16,555.43
Sheridan	16,248.26
Ekalaka	15,709.06
Fairview	13,918.48
Savage	13,862.03
Park City	13,781.29
Joliet	9,748.87
Hot Springs	9,440.86
Centerville	8,897.47
Charlo	6,441.60

Average 30,623.24

High School

Broadview	160,491.66
Ekalaka	144,988.64
Rapleje	135,867.72
Saco	121,715.10
Geraldine	107,628.00
Hinsdale	106,533.21
Froid	105,564.03
Moore	103,734.00
White Sulphur Springs	98,091.97
K-G	84,962.10
Noxon	76,897.97
Culbertson	69,952.52
Circle	68,781.28
Augusta	53,926.76
Chester	52,424.68
Judith Gap	52,374.43
Richey	50,441.86
Big Sandy	49,841.41
Geyser	49,553.55
Belt	45,868.36
Drummond	45,325.85
Dodson	43,098.23
Willow Creek	41,963.32
Highwood	41,008.41
Valier	39,233.44
Shields Valley	37,121.54
Joliet	34,309.59
Sheridan	32,135.10
Lambert	32,080.02
Park City	29,757.40
Reedpoint	28,388.16
Power	23,783.79
Hot Springs	22,338.99
Savage	21,866.10
Fairview	21,094.21
Centerville	19,900.69
Charlo	18,715.55

Average 61,398.91

**Taxable Valuation by ANB
K-12 Districts**

Whitewater	47,660.38
Flaxville	45,870.15
Bainville	41,341.35
Opheim	39,263.77
Joplin-Inverness	36,317.94
Ryegate	35,039.41
Brady	29,942.08
West Yellowstone	28,967.68
Hysham	26,307.12
Hobson	25,357.96
Plevna	25,203.17
Blue Sky School	23,967.82
Peerless	22,322.39
Custer	19,481.51
Winnett	19,255.82
Saint Regis	18,452.33
Terry	18,059.09
Sunburst	15,829.81
Lima	15,512.70
Nashua	15,273.09
Lavina	14,666.67
Wibaux	14,561.19
Twin Bridges	14,131.80
Harrison	13,313.42
Roy	12,270.27
Victor	11,990.97
Winifred	11,571.37
Alberton	11,022.47
Scobey	9,543.78
Medicine Lake	9,301.57
Roberts	7,477.38
Manhattan Christian	-

Average 21,227.39

General Fund Budget without Special Education

Elementary		High School	
Willow Creek	201,300.92	Noxon	693,478.44
White Sulphur Springs	785,630.14	Fairview	649,253.96
Valier	593,821.00	Charlo	625,177.00
Shields Valley	683,868.46	Shields Valley	602,064.42
Sheridan	597,685.00	Chester	600,389.00
Savage	392,816.50	Joliet	593,091.37
Saco	260,244.00	Belt	589,414.13
Richey	245,462.31	Sheridan	583,081.00
Reedpoint	293,381.78	Centerville	582,083.00
Rapleje	217,804.92	Park City	558,804.68
Power	320,917.01	Drummond	546,269.71
Park City	760,751.31	Circle	534,484.00
Noxon	497,836.69	Valier	531,627.00
Moore	253,880.84	Hot Springs	506,805.52
Lambert	283,715.66	White Sulphur Springs	503,239.63
K-G	275,276.75	Culbertson	495,479.00
Judith Gap	258,697.63	Big Sandy	480,938.24
Joliet	875,360.80	Savage	467,422.69
Hot Springs	594,067.75	Ekalaka	463,262.50
Hinsdale	356,263.23	Power	425,802.79
Highwood	359,764.95	K-G	379,974.50
Geyser	302,128.88	Geraldine	379,582.00
Geraldine	342,432.00	Augusta	358,467.81
Froid	276,397.71	Broadview	357,671.45
Fairview	572,550.31	Geyser	356,342.69
Ekalaka	421,196.88	Richey	350,965.77
Drummond	564,692.23	Lambert	342,442.99
Dodson	275,739.51	Hinsdale	334,709.67
Culbertson	618,889.04	Highwood	334,498.23
Circle	664,669.28	Reedpoint	329,641.40
Chester	795,789.00	Judith Gap	318,679.47
Charlo	805,489.00	Froid	313,516.28
Centerville	786,382.43	Rapleje	305,339.76
Broadview	372,218.50	Moore	304,045.54
Big Sandy	482,055.48	Saco	302,160.00
Belt	872,406.09	Dodson	301,864.85
Augusta	326,499.58	Willow Creek	264,369.98
Average	475,353.61	Average	450,442.99

**General Fund Budget without
Special Education
K-12**

Victor	1,558,708.15
Sunburst	1,312,319.54
Scobey	1,310,920.07
Twin Bridges	1,212,985.85
West Yellowstone	1,123,148.33
Alberton	981,269.50
Wibaux	970,622.00
Terry	919,360.36
Saint Regis	884,196.53
Winifred	871,150.20
Bainville	856,899.00
Roberts	847,169.81
Hobson	816,337.32
Hysham	801,675.71
Blue Sky School	738,229.00
Harrison	729,354.34
Nashua	710,727.88
Medicine Lake	704,501.00
Plevna	630,051.24
Lima	622,067.07
Lavina	608,994.00
Ryegate	600,170.00
Custer	564,119.44
Whitewater	557,441.72
Winnett	552,366.91
Brady	550,357.34
Joplin-Inverness	530,528.30
Roy	530,396.00
Opheim	528,270.12
Peerless	357,885.00
Flaxville	348,180.00
Manhattan Christian	-

Average 760,325.05

**Cost Per ANB to General Fund Budget
(without Special Education)**

Elementary

Augusta	5,441.66
Froid	5,419.56
Willow Creek	5,032.52
Moore	4,882.32
Judith Gap	4,881.09
Dodson	4,673.55
Richey	4,631.36
Rapleje	4,537.60
K-G	4,512.73
Hinsdale	4,398.31
Savage	4,364.63
Reedpoint	4,314.44
Lambert	4,298.72
Saco	4,197.48
Highwood	4,183.31
Geraldine	4,076.57
Hot Springs	4,068.96
Drummond	4,062.53
Power	4,062.24
Ekalaka	4,049.97
Valier	4,012.30
Sheridan	4,011.31
Big Sandy	3,951.27
Geyser	3,923.75
Noxon	3,919.97
Broadview	3,877.28
Chester	3,844.39
Park City	3,803.76
Fairview	3,791.72
Circle	3,776.53
Shields Valley	3,757.52
Culbertson	3,728.25
Charlo	3,711.93
Belt	3,696.64
Centerville	3,623.88
White Sulphur Springs	3,603.81
Joliet	3,602.31

Average 4,181.79

High School

Willow Creek	12,016.82
Saco	9,747.10
Dodson	9,737.58
Rapleje	9,541.87
Judith Gap	9,105.13
Reedpoint	8,909.23
Froid	8,708.79
Hinsdale	8,582.30
Highwood	8,576.88
Moore	8,445.71
Lambert	8,352.27
Richey	8,161.99
Broadview	8,128.90
Geyser	8,098.70
K-G	7,599.49
Geraldine	7,442.78
Augusta	7,315.67
Power	6,980.37
Ekalaka	6,618.04
Savage	6,583.42
Culbertson	6,434.79
Big Sandy	6,412.51
White Sulphur Springs	6,370.12
Valier	6,328.89
Circle	6,214.93
Drummond	6,137.86
Park City	6,073.96
Hot Springs	5,962.42
Belt	5,953.68
Centerville	5,939.62
Shields Valley	5,845.29
Chester	5,828.53
Charlo	5,788.68
Noxon	5,778.99
Fairview	5,695.21
Sheridan	5,500.76
Joliet	5,026.20

Average 7,295.82

**Cost Per ANB to General Fund Budget
(without Special Education)
K-12 Districts**

Flaxville	13,391.54
Bainville	11,128.56
Peerless	10,845.00
Brady	7,338.10
Winifred	7,199.59
Roy	6,888.26
Joplin-Inverness	6,715.55
Opheim	6,686.96
Whitewater	6,558.14
Winnett	6,498.43
Ryegate	6,187.32
Plevna	6,058.19
Lima	5,924.45
Custer	5,876.24
Blue Sky School	5,812.83
Medicine Lake	5,727.65
Harrison	5,567.59
Nashua	5,509.52
Hysham	5,205.69
Roberts	5,134.36
Hobson	5,102.11
Wibaux	5,055.32
Saint Regis	4,967.40
Terry	4,942.80
Alberton	4,810.14
Lavina	4,720.88
West Yellowstone	4,622.01
Scobey	4,567.67
Twin Bridges	4,443.17
Sunburst	4,403.76
Victor	4,293.96
Manhattan Christian	-

Average 6,005.72

General Fund Reserve As Percentage of General Fund

Elementary	Reserve Fund	% Gen Fund	High School	Reserve Fund	% Gen Fund
Broadview	142,091.85	36.3%	Broadview	145,778.94	39.2%
Circle	246,137.24	34.8%	Big Sandy	196,197.31	39.2%
Power	104,769.18	31.4%	Circle	156,885.45	28.0%
Fairview	181,733.24	29.7%	Culbertson	135,734.14	26.9%
Lambert	83,563.54	28.4%	Drummond	115,917.44	20.8%
Culbertson	168,078.23	26.3%	Hinsdale	69,442.49	20.3%
Augusta	83,567.39	24.2%	Lambert	69,046.41	19.8%
Geyser	74,674.42	23.4%	Fairview	133,301.34	19.7%
Chester	179,824.00	21.5%	Dodson	59,422.22	19.2%
Judith Gap	50,551.83	18.8%	Ekalaka	87,384.34	18.4%
Drummond	109,163.65	18.6%	Geyser	63,964.68	17.4%
Big Sandy	93,706.11	18.5%	Power	72,879.45	16.7%
Hinsdale	67,479.84	18.3%	Froid	53,363.10	16.6%
Geraldine	62,783.00	17.9%	Richey	57,257.00	16.0%
Ekalaka	73,376.99	16.8%	Shields Valley	98,018.86	15.7%
Froid	44,761.38	15.7%	Chester	94,208.00	15.3%
Dodson	41,482.34	14.4%	Geraldine	59,590.00	15.2%
Rapleje	31,498.59	14.0%	Valier	78,183.00	14.6%
Noxon	72,639.32	13.9%	Judith Gap	47,513.21	14.5%
Highwood	52,035.83	13.9%	Belt	84,575.68	14.0%
Valier	81,730.00	13.6%	Moore	43,389.58	13.9%
K-G	37,901.13	13.3%	K-G	53,244.22	13.7%
Sheridan	78,472.00	13.0%	White Sulphur Springs	71,592.54	13.7%
Moore	33,300.00	12.6%	Highwood	44,358.40	13.0%
Belt	110,797.42	12.3%	Rapleje	38,707.40	12.4%
Richey	30,594.00	12.0%	Joliet	74,211.98	11.9%
Savage	48,625.00	11.9%	Reedpoint	39,005.16	11.5%
Joliet	106,713.46	11.5%	Augusta	41,255.16	11.3%
Centerville	93,317.55	11.4%	Hot Springs	58,208.55	11.0%
Shields Valley	80,187.99	11.1%	Savage	49,649.00	10.4%
White Sulphur Springs	87,470.19	10.5%	Noxon	72,840.06	10.2%
Reedpoint	33,006.88	10.5%	Park City	58,391.57	10.0%
Hot Springs	64,206.45	10.4%	Charlo	64,828.00	9.9%
Park City	82,060.16	10.1%	Sheridan	61,413.00	9.7%
Charlo	83,130.00	9.7%	Centerville	56,927.10	9.4%
Saco	-	0.0%	Saco	-	0.0%
Willow Creek	-	0.0%	Willow Creek	-	0.0%
Average	83,761.95	16.5%	Average	75,185.69	15.7%

General Fund Reserve As Percentage of General Fund

K-12 District	Reserve Fund	% Gen Fund
Plevna	498,174.09	74.8%
Peerless	164,011.00	44.6%
Whitewater	255,499.82	44.3%
Sunburst	471,301.41	35.0%
Flaxville	113,656.00	31.7%
Hysham	261,987.32	31.6%
Hobson	223,130.00	26.5%
Blue Sky School	192,609.00	25.9%
Opheim	137,491.52	25.1%
Winifred	217,723.97	24.4%
Twin Bridges	258,315.52	20.4%
Wibaux	190,489.00	18.8%
Roy	96,812.00	17.9%
Brady	95,922.24	16.9%
Terry	156,760.38	16.4%
Custer	92,227.98	15.9%
Medicine Lake	114,400.00	15.7%
Scobey	211,206.17	15.5%
Harrison	116,671.52	15.4%
Winnett	86,455.05	15.2%
Ryegate	92,200.87	14.9%
Lima	92,810.37	14.6%
Bainville	118,458.00	13.6%
West Yellowstone	154,430.40	13.2%
Nashua	96,990.62	13.2%
Saint Regis	116,818.51	12.6%
Roberts	98,393.37	11.2%
Lavina	62,964.00	10.0%
Victor	91,002.15	5.6%
Alberton	39,055.61	3.9%
Joplin-Inverness	5,311.07	1.0%
Manhattan Christian	-	
Average	153,852.47	20.8%

Guaranteed Tax Base per Mill

Elementary

Charlo	5,476.00
Joliet	4,547.00
Centerville	4,462.00
Hot Springs	3,503.00
Park City	3,278.00
Fairview	2,584.00
Sheridan	2,378.00
Chester	2,087.00
Savage	2,072.00
Valier	1,832.00
Ekalaka	1,645.00
White Sulphur Springs	1,559.00
Highwood	1,519.00
Power	1,451.00
Drummond	1,416.00
Dodson	1,183.00
Circle	1,178.00
Shields Valley	1,039.00
Reedpoint	942.00
Lambert	885.00
Geyser	779.00
Froid	631.00
Willow Creek	385.00
Richey	382.00
Augusta	65.00
Rapleje	-
Belt	-
Big Sandy	-
Broadview	-
Culbertson	-
Geraldine	-
Hinsdale	-
Judith Gap	-
K-G	-
Moore	-
Noxon	-
Saco	-

Average 1,277.78

High School

Charlo	6,547.00
Fairview	5,605.00
Park City	5,505.00
Centerville	5,069.00
Hot Springs	4,879.00
Sheridan	4,470.00
Shields Valley	4,296.00
Savage	4,243.00
Power	3,730.00
Reedpoint	3,456.00
Joliet	3,434.00
Valier	3,304.00
Belt	3,088.00
Lambert	2,831.00
Highwood	2,679.00
Dodson	2,633.00
Drummond	2,410.00
Willow Creek	2,329.00
Richey	2,154.00
Augusta	1,849.00
Geyser	1,542.00
Judith Gap	1,447.00
Chester	1,340.00
Circle	1,010.00
K-G	840.00
Moore	628.00
Big Sandy	456.00
Froid	95.00
Hinsdale	-
Broadview	-
Culbertson	-
Ekalaka	-
Geraldine	-
Noxon	-
Rapleje	-
Saco	-
White Sulphur Springs	-

Average 2,212.68

K-12 Districts

Scobey	8,074.00
Victor	6,919.00
Roberts	5,653.00
Alberton	5,497.00
Winifred	4,795.00
Harrison	4,719.00
Wibaux	4,515.00
Nashua	4,216.00
Twin Bridges	3,868.00
Medicine Lake	3,609.00
Roy	3,243.00
Saint Regis	3,086.00
Lima	2,866.00
Sunburst	2,824.00
Peerless	2,414.00
Terry	2,314.00
Custer	2,289.00
Blue Sky School	2,235.00
Winnett	1,984.00
Plevna	1,903.00
Lavina	1,875.00
Brady	1,469.00
Hysham	1,467.00
Flaxville	1,354.00
Joplin-Inverness	963.00
Bainville	780.00
Ryegate	686.00
Opheim	675.00
Hobson	514.00
Whitewater	242.00
Manhattan Christian	-
West Yellowstone	-

Average 2,720.25

Over BASE Budget in Dollars

Elementary

Noxon	266,834.98
Chester	266,184.00
Saco	224,693.00
Belt	204,645.20
Geraldine	189,259.00
White Sulphur Springs	188,338.79
Joliet	187,388.77
Centerville	186,592.31
Shields Valley	168,124.26
Culbertson	161,584.92
Sheridan	154,835.00
Circle	153,114.23
Froid	152,987.43
Valier	152,123.00
Highwood	146,094.36
Lambert	138,284.75
Broadview	133,891.08
Big Sandy	129,483.85
Power	122,405.36
Savage	118,738.40
Ekalaka	110,539.78
K-G	105,393.92
Hinsdale	93,147.40
Moore	91,023.17
Rapleje	89,440.95
Augusta	84,501.21
Drummond	82,865.55
Geyser	81,565.11
Judith Gap	78,361.44
Richey	74,715.57
Fairview	55,820.05
Hot Springs	50,000.00
Dodson	47,757.33
Reedpoint	28,070.46
Park City	27,584.03
Charlo	16,477.00
Willow Creek	-

Average 123,320.69

High School

Culbertson	237,538.32
Circle	182,970.56
Belt	181,850.23
Big Sandy	179,982.19
Noxon	179,080.64
White Sulphur Springs	176,380.58
Shields Valley	173,059.70
Fairview	170,290.98
Saco	169,782.00
Sheridan	163,085.00
Chester	155,274.00
Valier	153,158.00
Joliet	147,183.62
K-G	131,314.40
Ekalaka	119,335.97
Drummond	117,024.67
Broadview	115,601.43
Geraldine	115,182.00
Moore	103,900.28
Highwood	101,796.96
Richey	91,718.50
Centerville	91,235.42
Lambert	87,675.76
Hinsdale	86,024.79
Dodson	85,231.99
Froid	82,995.76
Rapleje	75,422.04
Judith Gap	74,294.46
Geyser	70,496.19
Savage	69,776.00
Augusta	66,072.51
Reedpoint	57,708.81
Power	47,809.90
Hot Springs	41,147.67
Park City	-
Charlo	-
Willow Creek	-

Average 110,848.68

K-12 Districts

Medicine Lake	416,653.00
Plevna	388,562.38
Opheim	368,657.44
Scobey	349,951.11
West Yellowstone	328,147.60
Bainville	317,322.47
Twin Bridges	311,448.24
Peerless	281,518.00
Sunburst	281,463.28
Wibaux	281,093.00
Blue Sky School	269,422.00
Hysham	268,591.55
Alberton	250,878.30
Terry	249,108.77
Saint Regis	242,502.82
Nashua	234,819.64
Hobson	212,146.73
Whitewater	202,013.20
Winifred	181,071.96
Custer	158,470.32
Lima	147,947.93
Winnett	131,748.54
Brady	122,272.43
Flaxville	120,737.00
Ryegate	104,255.49
Roy	85,291.00
Harrison	72,337.78
Joplin-Inverness	41,467.76
Roberts	18,000.00
Lavina	9,012.00
Victor	-
Manhattan Christian	-

Average 201,465.99

Over BASE Levy Mills Required

Elementary		High School		K-12 District	
Highwood	102.25	Lambert	66.66	Peerless	252.90
Froid	98.51	Highwood	63.65	Joplin-Inverness	143.06
Centerville	96.64	Dodson	63.07	Medicine Lake	136.27
Savage	95.17	Reedpoint	54.94	Scobey	127.76
Chester	92.92	Sheridan	47.88	Nashua	119.80
Power	90.98	Centerville	46.78	Opheim	116.10
Lambert	90.26	Valier	46.47	Alberton	111.57
Joliet	79.10	Savage	44.95	Winifred	111.47
Ekalaka	64.06	Culbertson	44.10	Flaxville	100.38
Sheridan	63.96	Shields Valley	43.93	Wibaux	99.47
Valier	57.52	Richey	42.29	Lima	90.83
Geyser	53.51	Belt	40.05	Roy	90.27
Noxon	50.45	Joliet	36.35	Blue Sky School	88.51
Richey	45.54	Judith Gap	34.03	Bainville	85.32
Geraldine	41.57	Power	32.95	Custer	84.73
White Sulphur Springs	41.26	Geyser	32.33	Twin Bridges	80.73
Circle	39.64	Circle	30.93	Winnett	80.49
Shields Valley	38.66	K-G	30.91	Terry	74.16
Hot Springs	36.27	Big Sandy	30.06	Saint Regis	73.83
Augusta	34.98	Moore	27.82	Hysham	66.30
Dodson	33.41	Augusta	25.00	Brady	54.45
Saco	33.09	Drummond	23.85	Hobson	52.29
Judith Gap	30.50	Saco	23.67	Whitewater	47.15
Moore	27.50	White Sulphur Springs	22.76	West Yellowstone	46.41
Culbertson	27.35	Froid	21.84	Harrison	41.48
K-G	27.28	Hot Springs	21.67	Plevna	38.80
Drummond	26.91	Geraldine	20.98	Ryegate	30.67
Belt	26.33	Hinsdale	20.70	Sunburst	29.67
Hinsdale	26.20	Chester	19.65	Roberts	14.59
Rapleje	23.66	Noxon	19.41	Lavina	4.76
Big Sandy	23.57	Rapleje	17.35	Victor	-
Reedpoint	22.60	Broadview	16.37	Manhattan Christian	-
Fairview	22.56	Ekalaka	11.76		
Broadview	18.76	Fairview	3.03		
Charlo	11.79	Park City	-		
Park City	10.01	Charlo	-		
Willow Creek	-	Willow Creek	-		
Average	46.07	Average	30.49	Average	80.46

Special Education Budget and Personnel (FTE) - Elementary

Elementary	Total Budget	Allowable Costs	Payment to Co-op	FTE Staff
Park City	55,542.20	47,480.20	8,062.00	2
Charlo	52,825.00	44,078.00	8,747.00	1
Joliet	43,850.03	34,054.70	9,795.33	1
White Sulphur Springs	43,716.30	34,928.72	8,787.58	1
Circle	43,216.49	36,121.93	7,094.56	0.5
Chester	41,109.00	32,765.00	8,344.00	0
Fairview	38,321.69	32,234.88	6,086.81	1
Shields Valley	37,463.59	30,127.17	7,336.42	1
Centerville	34,991.25	26,243.98	8,747.27	1
Belt	28,541.87	28,541.87	-	1
Hot Springs	25,081.09	19,195.83	5,885.26	1
Sheridan	24,742.00	18,736.00	6,006.00	0.714
Noxon	24,223.76	24,223.76	-	0.5
Big Sandy	24,189.15	19,271.33	4,917.82	1
Drummond	23,630.99	23,630.99	-	1
Culbertson	20,760.04	20,760.04	-	0.2
Reedpoint	20,201.86	20,201.86	-	0.5
Broadview	19,429.14	15,559.38	3,869.76	0.5
Saco	19,078.00	16,579.00	2,499.00	0.5
Willow Creek	18,607.81	16,995.41	1,612.40	0.25
Augusta	18,269.39	18,269.39	-	
Geyser	17,523.07	14,419.20	3,103.87	0.5
Ekalaka	16,770.00	12,577.76	4,192.24	0.5
Savage	14,512.50	10,884.60	3,627.90	
Highwood	14,499.02	11,032.36	3,466.66	0.6
Hinsdale	13,061.25	9,796.14	3,265.11	1
Power	12,738.75	9,554.26	3,184.49	0.25
Dodson	12,113.91	9,735.62	2,378.29	1
Lambert	10,647.50	7,987.04	2,660.46	0.625
Judith Gap	10,500.55	8,364.12	2,136.43	0.375
Moore	9,938.08	7,841.96	2,096.12	0.5
K-G	9,836.25	7,377.34	2,458.91	
Froid	9,326.85	7,271.04	2,055.81	0.5
Geraldine	8,767.00	6,711.00	2,056.00	0.35
Richey	8,546.25	6,409.82	2,136.43	0.22
Rapleje	7,740.00	5,805.12	1,934.88	0.25
Valier	5,965.00	-	5,965.00	0.75
Average	22,710.18	18,804.51	3,905.67	0.414

Special Education Budget and Personnel (FTE) - High School

High School	Total Budget	Allowable Costs	Payment to Co-op	FTE Staff
Joliet	30,334.00	25,577.42	4,756.58	1
Charlo	27,683.00	23,330.00	4,353.00	1
Fairview	26,686.25	22,090.91	4,595.34	0.6
Circle	25,633.66	22,167.00	3,466.66	0.5
Park City	25,111.01	21,402.49	3,708.52	0.5
Hot Springs	23,525.45	20,099.10	3,426.35	1
Centerville	22,018.46	18,068.08	3,950.38	1
Shields Valley	20,925.88	16,773.95	4,151.93	1
Big Sandy	19,290.74	16,267.49	3,023.25	2.14
White Sulphur Springs	19,113.29	15,928.80	3,184.49	1
Sheridan	17,850.00	13,578.00	4,272.00	0.286
Noxon	17,845.67	17,845.67		0.5
Chester	16,607.00	12,456.00	4,151.00	
Belt	16,167.64	16,167.64		1
Broadview	13,880.73	12,107.09	1,773.64	0.5
Geraldine	13,545.00	10,159.00	3,386.00	0.15
Drummond	11,874.69	11,874.69		1
Savage	11,448.75	8,586.74	2,862.01	
Ekalaka	11,287.50	8,465.80	2,821.70	0.5
Geyser	10,558.82	8,785.18	1,773.64	0.5
Reedpoint	10,470.02	10,470.02		0.5
Power	9,836.25	7,377.34	2,458.91	0.25
Culbertson	9,312.38	9,312.38		0.2
Froid	8,898.49	7,447.33	1,451.16	0.5
Judith Gap	8,832.80	7,421.95	1,410.85	
Saco	8,638.00	7,389.00	1,249.00	0.5
K-G	8,062.50	6,047.00	2,015.50	
Dodson	7,903.16	6,653.55	1,249.61	1
Hinsdale	7,817.40	6,245.31	1,572.09	
Moore	7,671.07	6,219.91	1,451.16	0.5
Richey	7,382.76	5,649.43	1,733.33	0.22
Highwood	7,288.80	5,716.71	1,572.09	0.4
Willow Creek	6,714.99	5,828.17	886.82	0.25
Lambert	6,611.25	4,958.54	1,652.71	
Rapleje	6,312.20	5,022.28	1,289.92	0.25
Augusta	5,162.34	5,162.34		1
Valier	3,386.00		3,386.00	0.5
Average	13,829.40	11,907.01	3,386.00	0.583

Special Education Budget and Personnel (FTE) - K-12 Districts

K-12	Total Budget	Allowable Costs	Payment to Co-op	FTE Staff
Victor	65,295.90	50,663.37	14,632.53	1.7
Scobey	52,240.11	40,671.14	11,568.97	2
Twin Bridges	50,609.91	39,605.28	11,004.63	1
Wibaux	44,506.00	44,506.00	-	2
West Yellowstone	43,127.50	43,127.50	-	2
Saint Regis	39,319.78	32,144.60	7,175.18	7
Plevna	35,927.70	31,735.46	4,192.24	0.5
Sunburst	35,919.18	35,919.18	-	1
Terry	34,788.54	27,290.88	7,497.66	1
Alberton	32,894.50	24,671.26	8,223.24	1.5
Roberts	28,223.89	21,572.74	6,651.15	1
Hysham	26,482.74	20,275.00	6,207.74	0
Harrison	26,307.88	21,027.27	5,280.61	0.5
Hobson	25,800.00	19,350.40	6,449.60	0.5
Nashua	24,550.69	24,550.69	-	0.5
Medicine Lake	22,938.00	17,900.00	5,038.00	1
Winifred	20,665.78	15,788.27	4,877.51	1
Lavina	20,645.00	15,969.00	4,676.00	
Opheim	20,130.70	20,130.70	-	0.5
Whitewater	19,577.43	19,577.43	-	1
Ryegate	18,938.08	15,028.01	3,910.07	1
Brady	16,901.97	13,878.72	3,023.25	1
Winnett	16,128.55	12,702.20	3,426.35	1
Custer	15,480.00	11,610.24	3,869.76	0.1
Bainville	14,775.00	11,671.13	3,103.87	0.5
Lima	13,985.00	13,985.00	-	
Flaxville	10,412.00	10,412.00	-	
Peerless	9,967.00	9,967.00	-	1
Joplin-Inverness	9,554.26	9,554.26	-	0.11
Roy	9,312.00	9,312.00	-	1
Blue Sky School	5,119.00	-	5,119.00	1
Manhattan Christian	-	-	-	1
Average	25,328.88	21,393.65	2,559.50	0.822

Transportation Budget and Cost per ANB

Elementary	Transportation Budget	Cost per ANB	High School	Transportation Budget	Cost per ANB
Saco	213,424.00	3,442.32	Saco	165,100.00	5,325.81
Lambert	127,000.00	1,924.24	Moore	75,000.00	2,083.33
Froid	90,000.00	1,764.71	Hinsdale	75,000.00	1,923.08
Rapleje	68,500.00	1,427.08	Rapleje	57,000.00	1,781.25
Augusta	75,253.08	1,254.22	Big Sandy	122,500.00	1,633.33
Dodson	68,990.92	1,169.34	Dodson	49,099.28	1,583.85
Moore	60,194.57	1,157.59	Ekalaka	110,000.00	1,571.43
Big Sandy	137,700.00	1,128.69	Circle	126,000.00	1,465.12
Judith Gap	51,407.32	969.95	Broadview	63,900.00	1,452.27
Noxon	121,376.02	955.72	Lambert	57,000.00	1,390.24
Richey	50,000.00	943.40	Froid	50,000.00	1,388.89
Hinsdale	76,000.00	938.27	Reedpoint	45,950.87	1,241.92
Culbertson	154,200.00	928.92	Richey	50,000.00	1,162.79
K-G	50,532.00	828.39	K-G	55,200.00	1,104.00
Reedpoint	55,633.82	818.14	Judith Gap	37,494.52	1,071.27
Broadview	77,600.00	808.33	Culbertson	82,320.00	1,069.09
Shields Valley	146,333.08	804.03	Geraldine	53,874.00	1,056.35
Savage	68,000.00	755.56	Centerville	100,000.00	1,020.41
Highwood	64,670.00	751.98	Noxon	121,376.02	1,011.47
Geraldine	59,792.00	711.81	Geyser	42,000.00	954.55
Fairview	105,838.52	700.92	Valier	79,000.00	940.48
Hot Springs	95,423.92	653.59	Highwood	36,170.00	927.44
Power	51,000.00	645.57	Charlo	98,000.00	907.41
Willow Creek	25,140.00	628.50	White Sulphur Springs	60,707.00	768.44
Ekalaka	60,000.00	576.92	Fairview	86,849.16	761.83
Circle	96,000.00	545.45	Hot Springs	64,452.80	758.27
Geyser	42,000.00	545.45	Sheridan	80,000.00	754.72
Valier	75,000.00	506.76	Shields Valley	73,672.44	715.27
Centerville	100,000.00	460.83	Willow Creek	15,475.00	703.41
Charlo	98,000.00	451.61	Belt	65,000.00	656.57
Sheridan	63,000.00	422.82	Augusta	31,439.00	641.61
Drummond	46,401.64	333.82	Savage	45,140.00	635.77
Belt	68,500.00	290.25	Drummond	47,368.21	532.23
White Sulphur Springs	62,628.00	287.28	Power	30,000.00	491.80
Joliet	63,000.00	259.26	Joliet	55,317.00	468.79
Park City	47,650.00	238.25	Park City	32,550.00	353.80
Chester		-	Chester		-
Average	81,005.25	838.65	Average	64,995.87	1,027.29

**Transportation Budget and Cost per ANB
K-12 Districts**

K-12	Transportation Budget	Cost per ANB
Brady	689,531.74	9,193.76
Whitewater	193,682.00	2,278.61
Winifred	262,510.04	2,169.50
Peerless	71,000.00	2,151.52
Joplin-Inverness	151,247.00	1,914.52
Bainville	120,000.00	1,558.44
Medicine Lake	171,000.00	1,390.24
Plevna	141,559.29	1,361.15
Custer	115,500.00	1,203.13
Winnett	96,000.00	1,129.41
Opheim	89,100.00	1,127.85
Ryegate	105,294.20	1,085.51
Hobson	165,000.00	1,031.25
Flaxville	25,844.00	994.00
Blue Sky School	125,500.00	988.19
Terry	160,333.96	862.01
Hysham	126,795.00	823.34
Lima	79,100.00	753.33
Saint Regis	129,470.22	727.36
Roy	56,000.00	727.27
Nashua	93,500.00	724.81
Alberton	140,000.00	686.27
Twin Bridges	186,500.00	683.15
Wibaux	125,000.00	651.04
Harrison	81,000.00	618.32
Scobey	174,342.00	607.46
Sunburst	172,242.00	577.99
Lavina	66,550.00	515.89
Roberts	60,000.00	363.64
West Yellowstone	87,229.40	358.97
Victor	95,000.00	261.71
Manhattan Christian		
Average	140,510.67	1,274.83

**Teachers' Salaries as Percent of Total General Fund
Elementary and High School**

Elementary	General Fund	%	High School	General Fund	%
Valier	599,786.00	146.1	Valier	535,013.00	88.2
Culbertson	639,649.08	83	Hinsdale	342,527.07	63.8
Judith Gap	269,198.18	78	Moore	311,716.61	63.6
Ekalaka	437,966.88	75.6	Saco	310,798.00	63.1
Geraldine	351,199.00	75.2	Froid	322,414.77	61.1
Froid	285,724.56	74.3	Fairview	675,940.21	60.8
Savage	407,329.00	73.2	Geraldine	393,127.00	59.6
Power	333,655.76	70.2	Culbertson	504,791.68	57
Broadview	391,647.64	67.9	Big Sandy	500,228.99	54.5
Joliet	924,210.83	67.2	Belt	605,581.77	52.5
Moore	263,818.92	67.1	Sheridan	630,931.00	52.5
Fairview	610,872.00	66.6	Broadview	371,552.18	51.2
Reedpoint	313,583.64	65.3	White Sulphur Springs	522,352.92	51.1
Belt	900,947.96	64.3	Noxon	711,324.11	50
Geyser	319,651.95	63.4	Highwood	341,787.03	49.7
Saco	279,322.00	60.7	Reedpoint	340,111.42	48.8
Augusta	344,768.97	60.5	Willow Creek	271,084.97	48.4
Lambert	294,363.16	60.5	Circle	560,117.66	46.6
K-G	285,113.00	58.8	Richey	358,348.53	46.2
Drummond	588,323.22	57.5	Joliet	623,425.37	45.9
Noxon	522,060.45	57.5	Augusta	363,630.15	45.7
Big Sandy	506,244.63	57.4	Ekalaka	474,550.00	45.4
Circle	707,885.77	56.7	Rapleje	311,651.96	44.8
Sheridan	604,427.00	56.7	Judith Gap	327,512.27	44
Hinsdale	369,324.48	56.5	K-G	388,037.00	44
Highwood	374,263.97	54.7	Geyser	366,901.51	43
Park City	816,293.51	51.7	Park City	583,915.69	42.9
Hot Springs	619,148.84	51	Drummond	558,144.40	41.6
Rapleje	225,544.92	50.9	Savage	478,871.44	41.4
Charlo	858,314.00	49.5	Lambert	349,054.24	40.1
Willow Creek	219,908.73	49.1	Charlo	652,860.00	38.4
Richey	254,008.56	45.4	Power	435,639.04	37.7
White Sulphur Springs	829,346.44	42.3	Hot Springs	530,330.97	36
Shields Valley	721,332.05	38.7	Shields Valley	622,990.30	29.8
Centerville	821,373.68	-	Centerville	604,101.46	-
Chester	836,898.00	-	Chester	616,946.00	-
Dodson	287,853.42	-	Dodson	309,768.01	-
Average	497,712.44	58.2	Average	465,083.21	45.7

**Teachers' Salaries as Percent of
Total General Fund
K-12 Districts**

K-12	General Fund	%
Plevna	665,978.94	81.4
Joplin-Inverness	540,082.56	73.7
Custer	579,599.44	73.1
Medicine Lake	727,439.00	72.7
Nashua	735,278.57	70.4
Alberton	1,014,164.00	69.6
Blue Sky School	743,348.00	66.6
Saint Regis	923,516.31	66.3
Whitewater	577,019.18	66
Opheim	548,400.82	65.2
Peerless	367,852.00	65.2
Hysham	828,158.45	63.2
Sunburst	1,348,238.72	59.4
West Yellowstone	1,166,275.83	58.9
Winnett	568,495.46	57.2
Twin Bridges	1,263,595.76	55.8
Bainville	871,674.00	55.1
Hobson	842,137.32	51.1
Ryegate	619,108.08	50.5
Victor	1,624,004.05	49.3
Scobey	1,363,160.18	48.2
Harrison	755,662.22	46.3
Roberts	875,393.70	46.1
Terry	954,148.90	42.4
Wibaux	1,015,128.00	42.1
Winifred	891,815.98	40.1
Brady	567,259.31	39.5
Flaxville	358,592.00	39.3
Roy	539,708.00	25.5
Lima	636,052.07	-
Lavina	629,639.00	-
Manhattan Christian	-	-
Average	785,653.93	51.3

Teacher / Enrollment Ratio - All Districts

Elementary	1:00	High School	1:00	K-12	1:00
Big Sandy	20.3	Charlo	15.4	Twin Bridges	12.7
Charlo	16.7	Savage	12.9	Sunburst	12.3
K-G	15.3	Belt	12.4	Victor	12.2
Lambert	14.3	Valier	11.2	West Yellowstone	12.2
Hinsdale	13.5	Park City	11.0	Centerville	12.1
Noxon	13.4	Circle	10.6	Scobey	12.0
White Sulphur Springs	13.2	Culbertson	10.4	Roberts	10.9
Park City	13.2	Sheridan	10.0	Terry	10.6
Moore	13.0	Joliet	10.0	Wibaux	9.6
Belt	12.4	Fairview	9.6	Hobson	9.4
Circle	12.3	Power	9.5	Hysham	9.3
Drummond	12.1	Drummond	9.5	Winifred	9.3
Fairview	12.0	Hot Springs	9.4	Alberton	9.3
Highwood	11.4	Noxon	8.9	Ryegate	8.8
Joliet	11.0	White Sulphur Springs	8.3	Harrison	8.7
Sheridan	10.7	Geraldine	8.1	Nashua	8.5
Valier	10.4	Shields Valley	7.9	Lima	8.4
Savage	10.3	Big Sandy	6.7	Medicine Lake	7.7
Geyser	10.3	Broadview	6.6	Blue Sky School	7.6
Dodson	9.8	Hinsdale	6.5	Augusta	7.4
Culbertson	9.8	Richey	6.5	Custer	7.3
Power	9.7	Ekalaka	6.4	Saint Regis	7.0
Broadview	9.6	Judith Gap	6.4	Whitewater	6.5
Shields Valley	9.6	Highwood	6.3	Roy	6.4
Saco	9.5	Reedpoint	6.2	Bainville	6.2
Willow Creek	9.4	Rapleje	6.1	Plevna	6.1
Reedpoint	9.1	Geyser	5.9	Opheim	6.1
Rapleje	8.7	K-G	5.0	Winnett	6.1
Ekalaka	8.7	Froid	4.2	Joplin-Inverness	5.9
Hot Springs	8.6	Lambert	4.1	Brady	5.9
Geraldine	8.2	Saco	4.1	Flaxville	4.5
Judith Gap	7.4	Willow Creek	3.8	Peerless	3.0
Richey	7.2	Moore	3.8	Manhattan Christian	-
Froid	6.8	Dodson	2.6	Lavina	-
Chester		Chester	-		
Average	11.1	Average	7.6	Average	7.9

**Teacher Salaries Ranked by Base Salary
All Districts**

School	Base Salary	Average Salary	School	Base Salary	Average Salary
Manhattan Christian*	22,560.00		Roberts*	20,000.00	26,733.84
Hot Springs	21,682.00	28,063.00	Terry*	20,000.00	29,930.00
Victor*	21,595.00	26,539.00	Opheim*	19,941.21	27,497.24
Bainville*	21,500.00	35,600.00	Saco	19,900.00	28,128.00
Charlo	21,216.00	32,460.00	Centerville	19,898.00	31,466.00
Saint Regis*	21,200.00	30,596.30	Highwood	19,881.00	27,256.00
Fairview	21,048.00	34,965.00	Drummond	19,800.00	29,232.70
Froid	21,000.00	24,746.00	Harrison*	19,782.00	24,369.00
Custer*	21,000.00	29,647.92	Blue Sky School*	19,739.00	31,746.00
Alberton*	20,955.00	35,735.00	Rapleje	19,700.00	25,397.00
Medicine Lake*	20,750.00	33,042.00	Brady*	19,700.00	26,460.00
Scobey* ^Q	20,704.00	33,286.09	Winnett*	19,667.00	23,231.00
Park City	20,700.00	28,628.00	Flaxville*	19,508.00	23,020.00
Savage	20,700.00	32,560.00	Geyser	19,500.00	
Twin Bridges*	20,697.00	28,689.00	Judith Gap	19,500.00	26,580.73
West Yellowstone*	20,680.00	31,000.00	K-G	19,380.00	28,634.00
Sheridan ^Q	20,677.00	31,119.00	Hobson*	19,350.00	26,256.00
Chester	20,668.00	28,219.00	Augusta	19,300.00	24,307.18
Hysham*	20,630.00	31,699.75	Ekalaka	19,300.00	26,331.04
Whitewater*	20,489.00	29,307.00	Power	19,300.00	29,519.00
Valier	20,487.00		Sunburst*	19,300.00	34,319.00
Ryegate*	20,450.00	28,429.00	Hinsdale	19,200.00	25,088.00
Noxon	20,407.00	29,920.37	Lambert	19,200.00	25,626.50
Dodson	20,300.00	29,689.00	Circle	19,100.00	27,993.79
White Sulphur Springs	20,288.00	25,724.28	Moore	19,100.00	27,645.00
Lima*	20,200.00	27,910.46	Winifred*	19,023.00	29,766.00
Plevna*	20,200.00	31,875.29	Peerless*	19,000.00	22,500.00
Wibaux*	20,200.00	30,432.00	Big Sandy	18,965.00	31,523.00
Culbertson	20,150.00	30,157.00	Richey	18,800.00	26,152.00
Reedpoint	20,150.00	27,464.44	Lavina*	18,700.00	
Belt	20,114.00	33,231.00	Joplin-Inverness*	18,600.00	26,857.00
Shields Valley	20,034.00	28,552.84	Willow Creek	18,350.00	21,304.32
Broadview	20,000.00	29,736.00	Roy*	18,200.00	
Geraldine	20,000.00	28,099.00			
Joliet	20,000.00	28,367.00			
Nashua*	20,000.00	32,360.00			
			Average	20,030.66	28,792.49

**K-12 Districts*

^Q 2001-2002 Contract

**Highest Salary on Negotiated Schedule and Highest
Salary Actually Paid - All Districts**

School	Highest Salary on Negotiated Contract	Highest Salary Actually Paid	School	Highest Salary on Negotiated Contract	Highest Salary Actually Paid
West Yellowstone*	49,404.52	50,640.00	K-G	36,202.00	36,202.00
Drummond	47,389.00	42,629.00	Power	36,052.00	36,052.00
Saint Regis*	45,156.00	41,424.80	Big Sandy	35,958.00	35,958.00
Savage	44,298.00	41,005.50	Froid	35,500.00	33,750.00
Scobey* ^Q	43,588.44	43,588.44	Reedpoint	35,495.00	35,495.00
Belt	43,398.00	73,398.00	Noxon	35,406.00	34,733.00
Alberton*	42,790.00	42,790.00	Shields Valley	35,360.00	35,360.00
Sheridan ^Q	42,677.00	42,677.00	Roberts*	35,300.00	31,620.00
Sunburst*	41,970.00	41,970.00	Geraldine	35,041.00	35,041.00
Ryegate*	41,749.00	38,436.00	Hobson*	34,781.00	31,685.00
Charlo	41,700.00	40,552.00	Joplin-Inverness*	34,745.00	37,235.00
Hot Springs	41,190.00	42,316.00	Judith Gap	34,700.00	40,852.00
Winifred*	41,179.00	48,300.00	Hinsdale	34,600.00	34,025.00
Centerville	41,065.00	41,065.00	Ekalaka	34,470.00	34,470.00
Fairview	41,016.00	41,016.00	Blue Sky School*	34,231.00	40,513.00
Saco	40,636.00	36,238.00	Opheim*	34,189.21	34,572.08
Valier	40,532.00	40,532.00	Augusta	34,142.00	34,142.00
Bainville*	39,970.00	39,040.00	Terry*	33,760.00	32,982.00
Plevna*	39,610.00	39,610.00	Winnett*	33,754.00	33,754.00
Highwood	39,582.00	39,582.00	Richey	33,577.00	33,577.00
Twin Bridges*	39,386.00	39,386.00	Moore	33,521.00	33,521.00
Circle	38,926.00	38,926.00	Brady*	33,096.00	33,096.00
Chester	38,856.00	36,681.00	Rapleje	32,505.00	31,146.00
Medicine Lake*	38,852.00	38,852.00	Lambert	32,333.00	31,488.00
White Sulphur Springs	38,830.00	37,042.34	Harrison*	31,745.00	31,745.00
Wibaux*	38,167.00	38,167.00	Geyser	31,680.00	31,680.00
Custer*	37,816.00	36,596.00	Roy*	31,486.00	30,230.00
Joliet	37,650.00	37,650.00	Lavina*	30,162.00	
Culbertson	37,640.00	37,640.00	Flaxville*	28,892.00	27,464.00
Dodson	37,571.00	37,571.00	Willow Creek	27,170.00	26,250.00
Park City	37,270.00	37,270.00	Peerless*	26,300.00	25,400.00
Nashua*	37,168.00	34,460.00	Manhattan Christian*		38,490.00
Broadview	37,000.00	36,360.00	Whitewater*		35,958.00
Lima*	36,703.00	36,703.00			
Hysham*	36,701.00	36,701.00			
Victor*	36,345.00	35,020.00			
			Average	37,163.20	37,357.66

*K-12 District

^Q 2001-2002 Contract

Summary of Staff Hourly Wages

Job Description	Min Hr Rate	Min Ave	Max Hr Rate	Max Ave
Instructional Aide	5.50	6.82	11.45	8.60
Title I Aide	5.50	7.06	11.45	8.58
Special Ed Aides	5.50	7.40	11.36	8.55
School Clerk	7.50	11.71	19.00	12.76
Secretary	5.75	7.82	19.45	9.80
Maintenance	6.25	10.46	17.67	11.90
Custodian	6.00	8.21	16.05	10.07
Asst. Custodian	5.15	7.19	13.85	8.05
Head Cook	7.00	9.20	16.09	10.59
Asst. Cook	5.40	7.25	12.16	8.00
Dishwasher	5.15	6.10	9.96	6.73
Bus Driver	7.00	10.72	20.65	12.41

Summary of Amount Paid *Above Salary* for Extra Duty Items (per year)

Job Description	Minimum Salary	Maximum Salary
Supervising Teacher	6.00 / hour	4,750.00
Librarian	3,100.00	16,483.00*
Annual/ Yearbook Advisor	300.00	1,924.00
Newspaper Advisor	184.00	1,518.00
School Plays	116.00	2,332.00
Debate and Speech	598.24	3,000.00
Cheerleader Advisor	334.00	2,465.00
Pep Club	210.48	1,470.00
Concessions	250.00	2,020.00
Ticket Sales (per hour or event)	5.00 per event	30.00 per event
Senior Class	60.00	1,696.00
Junior Class	99.00	3,392.00
Band Director	600.00	4,044.00
Choir Director	205.00	6,247.00
Drill Team	300.00	1,310.00
FFA	275.00	3,500.00
FCCLA	231.00	5,277.00
BPA	309.00	1,592.00
Driver's Education	12.00 per hour	3,000.00
Athletic Director	325.00	7,000.00
Football, Head Coach	1,470.00	3,049.55
Football, Asst Coach	776.00	2,116.00
Volleyball Coach	1,222.00	3,087.00
Girls Basketball, Head Coach	1,470.00	3,089.00
Girls Basketball, Asst. Coach	600.00	2,577.00
Boys Basketball, Head Coach	1,470.00	3,089.00
Boys Basketball, Asst. Coach	600.00	2,577.00
Basketball, Elementary	250.00	2,291.00
Girls and Boys Track, Head Coach	700.00	3,815.00
Girls and Boys Track, Asst Coach	600.00	2,756.00
Track, Elementary	211.20	1,950.00
Wrestling, Head Coach	2,291.00	3,008.00
Wrestling, Asst. Coach	-	-
Girls Baseball Coach	-	-
Girls Softball Coach	none given	none given
Boy Baseball Coach	none given	2,517.00
Soccer, Head Coach	none given	none given

*1/2 teacher salary

THE CLASS "C" SURVEY

APPENDIX

Wages and Salary for Staff and Extra-Duty Pay Items Listed by School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>7.50</u>	<u>8.25</u>
Title I Aides (per hr)	<u>3</u>	<u>3</u>
Special Ed Aides (per hr)	<u>3</u>	<u>3</u>

} ALL The same.

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u> </u>	<u>13.40</u>	Years in position <u>24</u>
Secretary (per hr)	<u> </u>	<u>10.00</u>	Years in position <u>10</u>
Maintenance Person (per hr)	<u> </u>	<u>12.60</u>	Years in position <u>8</u>
Custodian (per hr)	<u> </u>	<u>8.50</u>	Years in position <u>4</u>
Assistant Custodian (per hr)	<u> </u>	<u>7.50</u>	
Head Cook (per hr)	<u> </u>	<u>10.75</u>	Years in position <u>11</u>
Assistant Cooks (per hr)	<u> </u>	<u>8.00</u>	
Dishwasher (per hr)	<u> </u>	<u> </u>	
Bus Driver (per hr)	<u>8.25</u>	<u>13.50</u>	Years in position <u>26</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u> </u>	Years in position <u> </u>
Librarian	<u> </u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u>1425</u>	Extra duty <u> </u> or Duties done during contracted day <u>✓</u>
Newspaper Advisor	<u>1299</u>	Extra duty <u> </u> or Duties done during contracted day <u>✓</u>
School Plays	<u>1048</u>	
Debate & Speech	<u> </u>	
Cheerleader Advisor	<u> </u>	
Pep Club	<u> </u>	
Concessions	<u> </u>	
Ticket Sales (hours/event)	<u>15.00</u>	Per hour? <u> </u> or Per event? <u>✓</u>
Senior Class Advisor	<u>838</u>	
Junior Class Advisor	<u>838</u>	
Band Director	<u>4047</u>	
Choir Director	<u>5.00</u>	
Drill Team	<u> </u>	
FFA	<u> </u>	
FCCLA	<u> </u>	
BPA	<u>1257</u>	
Driver's Education	<u>1250</u>	Years in position <u>1</u>
Athletic Director **	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
Football, Head Coach	<u>2829</u>	Years in position <u>6</u>
Football, Asst. Coach	<u>1844</u>	
Volleyball, Head Coach	<u>2892</u>	
Girls' Basketball, Head Coach	<u>3059</u>	Years in position <u>1</u>
Girls' Basketball, Asst. Coach	<u>2577</u>	
Girls' Baseball Coach	<u> </u>	
Boys' Basketball, Head Coach	<u>2996</u>	Years in position <u>0</u>
Boys' Basketball, Asst. Coach	<u>2577</u>	
Boys' Baseball Coach	<u> </u>	Years in position <u> </u>
Basketball Elementary	<u>1373</u>	
Wrestling, Head Coach	<u> </u>	Years in position <u> </u>
Wrestling, Asst. Coach	<u> </u>	
Girls' Track, Head Coach	<u>2892</u>	Years in position <u> </u>
Girls' Track, Asst. Coach	<u>1443</u>	
Boys' Track, Head Coach	<u>2892</u>	Years in position <u> </u>
Boys' Track, Asst. Coach	<u>1443</u>	
Track, Elementary	<u>1467</u>	
Girls' Softball, Head Coach	<u> </u>	Years in position <u> </u>
Soccer, Head Coach	<u> </u>	Years in position <u> </u>

* percentage of base salary, please indicate that percentage %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	\$ <u>6.20</u>	\$ <u>11.45</u>
Title I Aides (per hr)	\$ <u>6.20</u>	\$ <u>11.45</u>
Special Ed Aides (per hr)	\$ <u>6.20</u>	\$ <u>18.00</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>12.00</u>		Years in position <u>0.5</u>
Secretary (per hr)	<u>NA</u>		Years in position _____
Maintenance Person (per hr)	\$ <u>6.50</u>	\$ <u>9.95</u>	Years in position <u>11</u>
Custodian (per hr)	\$ <u>6.50</u>	\$ <u>9.25</u>	Years in position <u>3</u>
Assistant Custodian (per hr)			
Head Cook (per hr)	\$ <u>10.28</u>		Years in position <u>20</u>
Assistant Cooks (per hr)	\$ <u>9.22</u>		
Dishwasher (per hr)			
Bus Driver (per hr)	\$ <u>12.44</u>		Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>NA</u>	Years in position _____
Librarian	<u>NA</u>	Years in position _____
Annual / Yearbook Advisor	<u>NA</u>	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	<u>NA</u>	Extra duty _____ or Duties done during contracted day _____
School Plays	\$ <u>579</u>	
Debate & Speech	<u>NA</u>	
Cheerleader Advisor	\$ <u>2,316</u>	
Pep Club	<u>NA</u>	
Concessions	\$ <u>772</u>	
Ticket Sales (hours/event)	<u>NA</u>	Per hour? _____ or Per event? _____
Senior Class Advisor	<u>NA</u>	
Junior Class Advisor	<u>NA</u>	
Band Director	\$ <u>1737</u>	
Choir Director		
Drill Team	<u>NA</u>	
FFA	\$ <u>2,123</u>	
FCCLA	<u>NA</u>	
BPA	<u>NA</u>	
Driver's Education	<u>13.00</u>	Years in position <u>NA</u>
Athletic Director **	\$ <u>2123</u>	Extra duty _____ or Duties done during contracted day _____
Football, Head Coach	\$ <u>2123</u>	Years in position _____
Football, Asst. Coach	\$ <u>1544</u>	
Volleyball, Head Coach	\$ <u>2123</u>	
Girls' Basketball, Head Coach	\$ <u>2123</u>	Years in position _____
Girls' Basketball, Asst. Coach	\$ <u>1544</u>	
Girls' Baseball Coach	<u>NA</u>	
Boys' Basketball, Head Coach	\$ <u>2123</u>	Years in position _____
Boys' Basketball, Asst. Coach	\$ <u>1544</u>	
Boys' Baseball Coach	<u>NA</u>	Years in position _____
Basketball Elementary	\$ <u>772</u>	
Wrestling, Head Coach	<u>NA</u>	Years in position _____
Wrestling, Asst. Coach	<u>NA</u>	
Girls' Track, Head Coach	\$ <u>2123</u>	Years in position _____
Girls' Track, Asst. Coach	<u>NA</u>	
Boys' Track, Head Coach	\$ <u>2123</u>	Years in position _____
Boys' Track, Asst. Coach	<u>NA</u>	
Track, Elementary	\$ <u>772</u>	
Girls' Softball, Head Coach	<u>NA</u>	Years in position _____
Soccer, Head Coach	<u>NA</u>	Years in position _____

a percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.50</u>	<u>8.65</u>
Title I Aides (per hr)	<u>6.50</u>	<u>8.65</u>
Special Ed Aides (per hr)	<u> </u>	<u> </u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u> </u>	<u>12.00</u>	Years in position <u>12</u>
Secretary (per hr)	<u> </u>	<u>8.40</u>	Years in position <u>2</u>
Maintenance Person (per hr)	<u> </u>	<u>14.05</u>	Years in position <u>14</u>
Custodian (per hr)	<u>7.90</u>	<u>9.90</u>	Years in position <u>14</u>
Assistant Custodian (per hr)	<u> </u>	<u> </u>	
Head Cook (per hr)	<u> </u>	<u>10.65</u>	Years in position <u>9</u>
Assistant Cooks (per hr)	<u>10.00</u>	<u>7.80</u>	
Dishwasher (per hr)	<u> </u>	<u> </u>	
Bus Driver (per hr)	<u>14.18</u>	<u>16.34</u>	Years in position <u>15</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u> </u>	Years in position <u> </u>
Librarian	<u> </u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u>683-</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day <u> </u>
Newspaper Advisor	<u>0</u>	Extra duty <u> </u> or Duties done during contracted day <input checked="" type="checkbox"/>
School Plays	<u> </u>	
Debate & Speech	<u> </u>	
Cheerleader Advisor	<u>680-</u>	
Pep Club	<u> </u>	
Concessions	<u> </u>	
Ticket Sales (hours/event)	<u> </u>	Per hour? <u> </u> or Per event? <u> </u>
Senior Class Advisor	<u>215-</u>	
Junior Class Advisor	<u>215-</u>	
Band Director	<u>1290-</u>	
Choir Director	<u> </u>	
Drill Team	<u> </u>	
FFA	<u>1290-</u>	
FCCLA	<u> </u>	
BPA	<u> </u>	
Driver's Education	<u>15.00</u>	Years in position <u>4</u>
Athletic Director **	<u>2000-</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
Football, Head Coach	<u> </u>	Years in position <u> </u>
Football, Asst. Coach	<u> </u>	
Volleyball, Head Coach	<u>1935-</u>	
Girls' Basketball, Head Coach	<u>1935-</u>	Years in position <u>17</u>
Girls' Basketball, Asst. Coach	<u>1075-</u>	
Girls' Baseball Coach	<u>0</u>	
Boys' Basketball, Head Coach	<u>1935-</u>	Years in position <u>0</u>
Boys' Basketball, Asst. Coach	<u>1075-</u>	
Boys' Baseball Coach	<u>0</u>	Years in position <u> </u>
Basketball Elementary	<u>860-</u>	
Wrestling, Head Coach	<u>0</u>	Years in position <u> </u>
Wrestling, Asst. Coach	<u>0</u>	
Girls' Track, Head Coach	<u>860-</u>	Years in position <u>0</u>
Girls' Track, Asst. Coach	<u>860-</u>	
Boys' Track, Head Coach	<u>860-</u>	Years in position <u>0</u>
Boys' Track, Asst. Coach	<u>860-</u>	
Track, Elementary	<u>537-</u>	
Girls' Softball, Head Coach	<u>0</u>	Years in position <u> </u>
Soccer, Head Coach	<u>0</u>	Years in position <u> </u>

a percentage of base salary, please indicate that percentage 1 %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>7.75</u>	<u>8.00</u>
Title I Aides (per hr)	<u>11</u>	<u>11</u>
Special Ed Aides (per hr)	<u>11</u>	<u>11</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>13.10</u>	<u>13.10</u>	Years in position <u>13</u>
Secretary (per hr)	<u>10.64</u>	<u>10.64</u>	Years in position <u>10</u>
Maintenance Person (per hr)	<u>11.50</u>	<u>11.50</u>	Years in position <u>4</u>
Custodian (per hr)	<u>9.90</u>	<u>9.90</u>	Years in position <u>4</u>
Assistant Custodian (per hr)	<u>7.50</u>	<u>8.16</u>	
Head Cook (per hr)	<u>13.80</u>	<u>13.80</u>	Years in position <u>13</u>
Assistant Cooks (per hr)	<u>7.00</u>	<u>8.16</u>	
Dishwasher (per hr)			
Bus Driver (per hr)	<u>52 per mile</u>	<u>13.75</u>	Years in position <u> </u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u> </u>	Years in position <u> </u>			
Librarian	<u> </u>	Years in position <u> </u>			
Annual / Yearbook Advisor	<u>.090</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>			
Newspaper Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>			
School Plays	<u> </u>				
Debate & Speech	<u>.070</u>				
Cheerleader Advisor	<u> </u>				
Pep Club	<u> </u>				
Concessions	<u> </u>				
Ticket Sales (hours/event)	<u> </u>	Per hour? <u> </u> or Per event? <u> </u>			
Senior Class Advisor	<u> </u>				
Junior Class Advisor	<u> </u>				
Band Director	<u>.140</u>				
Choir Director	<u>.140</u>				
Drill Team	<u> </u>				
FFA	<u> </u>				
FCCLA	<u>.035</u>				
BPA	<u>.035</u>				
Driver's Education	<u>\$14.00</u>	Years in position <u> </u>			
Athletic Director **	<u>1.700</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>			
Football, Head Coach	<u>.135</u>	Years in position <u> </u>			
Football, Asst. Coach	<u>.090</u>				
Volleyball, Head Coach	<u>.135</u>				
Girls' Basketball, Head Coach	<u>.135</u>	Years in position <u> </u>	<u>0/0</u>	<u>\$</u>	<u>\$</u>
Girls' Basketball, Asst. Coach	<u>.090</u>		<u>.140</u>	<u>2,816.</u>	<u>2,858.</u>
Girls' Baseball Coach	<u> </u>		<u>.135</u>	<u>2,715.</u>	<u>2,756.</u>
Boys' Basketball, Head Coach	<u>.135</u>	Years in position <u> </u>	<u>.090</u>	<u>1,810.</u>	<u>1,837.</u>
Boys' Basketball, Asst. Coach	<u>.090</u>		<u>.070</u>	<u>1,408.</u>	<u>1,429.</u>
Boys' Baseball Coach	<u> </u>	Years in position <u> </u>	<u>.055</u>	<u>1,106.</u>	<u>1,123.</u>
Basketball Elementary	<u> </u>	Years in position <u> </u>	<u>.035</u>	<u>704.</u>	<u>715.</u>
Wrestling, Head Coach	<u> </u>	Years in position <u> </u>			
Wrestling, Asst. Coach	<u> </u>				
Girls' Track, Head Coach	<u>.135</u>	Years in position <u> </u>			
Girls' Track, Asst. Coach	<u>.090</u>				
Boys' Track, Head Coach	<u> </u>	Years in position <u> </u>			
Boys' Track, Asst. Coach	<u> </u>				
Track, Elementary	<u>.055</u>				
Girls' Softball, Head Coach	<u> </u>	Years in position <u> </u>			
Soccer, Head Coach	<u> </u>	Years in position <u> </u>			

a percentage of base salary, please indicate that percentage %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.90</u>	<u>6.90</u>
Title I Aides (per hr)	<u>6.90</u>	<u>6.90</u>
Special Ed Aides (per hr)	<u>6.30</u>	<u>6.90</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	Years in position
School Clerk (per hr)	<u>14.40</u>	<u>14.40</u>	<u>16</u>
Secretary (per hr)	<u>12.91</u>	<u>13.05</u>	<u>25</u> 19
Maintenance Person (per hr)	<u> </u>	<u> </u>	<u> </u>
Custodian (per hr)	<u> </u>	<u>18.90</u>	<u>20</u>
Assistant Custodian (per hr)	<u>7.30</u>	<u>9.30</u>	<u> </u>
Head Cook (per hr)	<u> </u>	<u>17.58</u>	<u>20</u>
Assistant Cooks (per hr)	<u>7.90</u>	<u>7.90</u>	<u> </u>
Dishwasher (per hr)	<u> </u>	<u> </u>	<u> </u>
Bus Driver (per hr)	<u>43.90 day</u>	<u>35.70</u>	<u> </u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>10%</u> <u>04/11/12</u>	Years in position <u>1</u>
Librarian	<u> </u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u>1,934</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u> ✓
Newspaper Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
School Plays	<u>230</u>	
Debate & Speech	<u>2,297</u>	
Cheerleader Advisor	<u>334</u>	
Pep Club	<u> </u>	
Concessions	<u>824</u>	
Ticket Sales (hours/event)	<u> </u>	Per hour? <u> </u> or Per event? <u> </u>
Senior Class Advisor	<u>192</u>	
Junior Class Advisor	<u>185</u>	
Band Director	<u> </u>	
Choir Director	<u> </u>	
Drill Team	<u> </u>	
FFA	<u>702</u>	
FCCLA	<u> </u>	
BPA	<u> </u>	
Driver's Education	<u> </u>	Years in position <u> </u>
Athletic Director	<u>2,457</u>	Extra duty <u>1</u> or Duties done during contracted day <u> </u> ✓
Football, Head Coach	<u>2,297</u>	Years in position <u>5</u>
Football, Asst. Coach	<u>1,393</u>	
Volleyball, Head Coach	<u>2,297</u>	
Girls' Basketball, Head Coach	<u>2,297</u>	Years in position <u>12</u>
Girls' Basketball, Asst. Coach	<u>1,393</u>	
Girls' Baseball Coach	<u> </u>	
Boys' Basketball, Head Coach	<u>2,297</u>	Years in position <u>6</u>
Boys' Basketball, Asst. Coach	<u>1,393</u>	
Boys' Baseball Coach	<u> </u>	Years in position <u> </u>
Basketball Elementary	<u> </u>	
Wrestling, Head Coach	<u>2,297</u>	Years in position <u>2</u>
Wrestling, Asst. Coach	<u> </u>	
Girls' Track, Head Coach	<u> </u>	Years in position <u> </u>
Girls' Track, Asst. Coach	<u> </u>	
Boys' Track, Head Coach	<u> </u>	Years in position <u> </u>
Boys' Track, Asst. Coach	<u> </u>	
Track, Elementary	<u> </u>	
Girls' Softball, Head Coach	<u> </u>	Years in position <u> </u>
Soccer, Head Coach	<u> </u>	Years in position <u> </u>

* If a percentage of base salary, please indicate that percentage %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.75</u>	<u>6.75</u>
Title I Aides (per hr)	<u> </u>	<u> </u>
Special Ed Aides (per hr)	<u>6.75</u>	<u>8.75</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>14.81</u>	<u> </u>	Years in position <u>4</u>
Secretary (per hr)	<u>8.85</u>	<u> </u>	Years in position <u>5</u>
Maintenance Person (per hr)	<u>16.52</u>	<u> </u>	Years in position <u>22</u>
Custodian (per hr)	<u> </u>	<u> </u>	Years in position <u> </u>
Assistant Custodian (per hr)	<u>5.15</u>	<u>9.54</u>	<u> </u>
Head Cook (per hr)	<u>9.38</u>	<u> </u>	Years in position <u>1</u>
Assistant Cooks (per hr)	<u>7.65</u>	<u> </u>	<u> </u>
Dishwasher (per hr)	<u> </u>	<u> </u>	<u> </u>
Bus Driver (per hr)	<u>8.00</u>	<u>10.50</u>	Years in position <u>12</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u> </u>	Years in position <u> </u>
Librarian <i>(done during day)</i>	<u> </u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u>X</u>
Newspaper Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u>X</u>
School Plays	<u>300</u>	<u> </u>
Debate & Speech	<u>1700</u>	<u> </u>
Cheerleader Advisor	<u>1900</u>	<u> </u>
Pep Club	<u> </u>	<u> </u>
Concessions	<u>1200</u>	+ 1,200 from Booster Club
Ticket Sales (hours/event) 3.75 - 15.00	<u> </u>	Per hour? <u> </u> or Per event? <u>X</u>
Senior Class Advisor	<u> </u>	<u> </u>
Junior Class Advisor	<u> </u>	<u> </u>
Band Director	<u>2700</u>	Pep band + music sponsor
Choir Director	<u> </u>	<u> </u>
Drill Team	<u>300</u>	<u> </u>
FFA	<u> </u>	<u> </u>
FCCLA	<u> </u>	<u> </u>
BPA	<u> </u>	<u> </u>
Driver's Education	<u> </u>	Years in position <u> </u>
Athletic Director **	<u>2300</u>	Extra duty <u>X</u> or Duties done during contracted day <u>X</u>
Football, Head Coach	<u>2300</u>	Years in position <u>1</u>
Football, Asst. Coach	<u>1350</u>	<u> </u>
Volleyball, Head Coach	<u>2300</u>	<u> </u>
Girls' Basketball, Head Coach	<u>2300</u>	Years in position <u>1</u>
Girls' Basketball, Asst. Coach	<u>1350</u>	<u> </u>
Girls' Baseball Coach	<u> </u>	<u> </u>
Boys' Basketball, Head Coach	<u>2300</u>	Years in position <u>1</u>
Boys' Basketball, Asst. Coach	<u>1350</u>	<u> </u>
Boys' Baseball Coach	<u> </u>	Years in position <u> </u>
Basketball Elementary 6 th Gr	<u>750</u>	<u> </u>
Wrestling, Head Coach	<u> </u>	Years in position <u> </u>
Wrestling, Asst. Coach	<u> </u>	<u> </u>
Boys + Girls' Track, Head Coach	<u>1700</u>	Years in position <u>16+</u>
Boys + Girls' Track, Asst. Coach	<u>1150</u>	<u> </u>
Boys' Track, Head Coach	<u> </u>	Years in position <u> </u>
Boys' Track, Asst. Coach	<u> </u>	<u> </u>
Track, Elementary	<u> </u>	<u> </u>
Girls' Softball, Head Coach	<u> </u>	Years in position <u> </u>
Soccer, Head Coach	<u> </u>	Years in position <u> </u>

a percentage of base salary, please indicate that percentage %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.77</u>	<u>8.94</u>
Title I Aides (per hr)	<u>6.77</u>	<u>8.94</u>
Special Ed Aides (per hr)	<u>6.77</u>	<u>8.94</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>9.95</u>	<u>13.13</u>	Years in position <u>28</u>
Secretary (per hr)	<u>7.44</u>	<u>9.82</u>	Years in position <u>10</u>
Maintenance Person (per hr)	<u>13.39</u>	<u>17.67</u>	Years in position <u>30</u>
Custodian (per hr)	_____	_____	Years in position _____
Assistant Custodian (per hr)	_____	_____	
Head Cook (per hr)	<u>8.33</u>	<u>11.00</u>	Years in position <u>15</u>
Assistant Cooks (per hr)	_____	_____	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	_____	<u>10.00</u>	Years in position <u>30</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>500.00</u>	Years in position <u>21</u>
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays	<u>547.11</u>	
Debate & Speech	<u>3000.00</u>	
Cheerleader Advisor	<u>1061.00</u>	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? <u>10⁰⁰</u> or Per event? _____
Senior Class Advisor	<u>510.70</u>	
Junior Class Advisor	<u>262.61</u>	
Band Director	<u>1,083.50</u>	
Choir Director	_____	
Drill Team	_____	
FFA	_____	
FCCLA	_____	
BPA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	<u>2200.00</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day <u>1 period</u>
Football, Head Coach	<u>3,049.55</u>	Years in position <u>21</u>
Football, Asst. Coach	_____	
Volleyball, Head Coach	_____	
Girls' Basketball, Head Coach	<u>2123.00</u>	Years in position <u>0</u>
Girls' Basketball, Asst. Coach	_____	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>2434.00</u>	Years in position <u>4</u>
Boys' Basketball, Asst. Coach	<u>2349.00</u>	+ <u>2233.00</u>
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	<u>1495.00</u>	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	_____	Years in position _____
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	<u>2241.00</u>	Years in position <u>10</u>
Boys' Track, Asst. Coach	<u>1217.00</u>	+ <u>1140.00</u>
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

* percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>9.35</u>	<u>9.35</u>
Title I Aides (per hr)	<u>N/A</u>	<u>N/A</u>
Special Ed Aides (per hr)	<u>9.95</u>	<u>9.95</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>11.95</u>	<u>11.95</u>	Years in position <u>9</u>
Secretary (per hr)	<u>9.25</u>	<u>9.25</u>	Years in position <u>9</u>
Maintenance Person (per hr)	<u>N/A</u>	<u>N/A</u>	Years in position _____
Custodian (per hr)	<u>11.95</u>	<u>11.95</u>	Years in position <u>10</u>
Assistant Custodian (per hr)	<u>8.85</u>	<u>8.95</u>	
Head Cook (per hr)	<u>10.25</u>	<u>10.25</u>	Years in position <u>11</u>
Assistant Cooks (per hr)	<u>9.55</u>	<u>9.55</u>	
Dishwasher (per hr)	<u>0.00</u>	<u>0.00</u>	
Bus Driver (per hr)	<u>9.55</u>	<u>11.15</u>	Years in position <u>1 & 7</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>\$1,250</u>	Years in position <u>6</u>
Librarian	<u>N/A</u>	Years in position _____
Annual / Yearbook Advisor	<u>800</u>	Extra duty <u>X</u> or Duties done during contracted day _____
Newspaper Advisor	<u>N/A</u>	Extra duty _____ or Duties done during contracted day _____
School Plays	<u>N/A</u>	
Debate & Speech	<u>N/A</u>	
Cheerleader Advisor	<u>\$350</u>	for Jr. High BB and \$1,400 for H.S. BB Basketball
Pep Club	<u>N/A</u>	
Concessions	<u>N/A</u>	
Ticket Sales (hours/event)	<u>N/A</u>	Per hour? _____ or Per event? _____
Senior Class Advisor	<u>N/A</u>	
Junior Class Advisor	<u>N/A</u>	
Band Director	<u>\$700</u>	for Concert Band & Festivals & \$1,200 for Pep Band
Choir Director	<u>N/A</u>	
Drill Team	<u>N/A</u>	
FFA	<u>N/A</u>	
FCCLA	<u>N/A</u>	
BPA	<u>N/A</u>	
Driver's Education	<u>\$13/hr</u>	Years in position _____
Athletic Director **	<u>\$2,100</u>	Extra duty <u>X</u> or Duties done during contracted day _____
Football, Head Coach	<u>\$2,100</u>	Years in position <u>6</u>
Football, Asst. Coach	<u>\$1,000</u>	
Volleyball, Head Coach	<u>\$2,100</u>	
Girls' Basketball, Head Coach	<u>\$2,100</u>	Years in position <u>1</u>
Girls' Basketball, Asst. Coach	<u>\$1,000</u>	
Girls' Baseball Coach	<u>N/A</u>	
Boys' Basketball, Head Coach	<u>\$2,100</u>	Years in position <u>1</u>
Boys' Basketball, Asst. Coach	<u>\$1,000</u>	
Boys' Baseball Coach	<u>N/A</u>	Years in position _____
Basketball Elementary	<u>\$1,200</u>	Boys BB and \$1,200 Girls BB
Wrestling, Head Coach	<u>N/A</u>	Years in position _____
Wrestling, Asst. Coach	<u>N/A</u>	
Girls' Track, Head Coach	<u>*\$2,100</u>	Years in position <u>1</u> Responsible for both Boys and Girls Track
Girls' Track, Asst. Coach	<u>\$1,000</u>	
Boys' Track, Head Coach	<u>*</u>	Years in position <u>1</u>
Boys' Track, Asst. Coach	<u>\$1,000</u>	
Track, Elementary	<u>\$1,500</u>	for boys track and \$500 for girls track
Girls' Softball, Head Coach	<u>N/A</u>	Years in position _____
Soccer, Head Coach	<u>N/A</u>	Years in position _____

a percentage of base salary, please indicate that percentage _____ %.

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School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.50</u>	<u> </u>
Title I Aides (per hr)	<u>6.50</u>	<u> </u>
Special Ed Aides (per hr)	<u>6.50</u>	<u> </u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>15.65</u>	<u> </u>	Years in position <u>15</u>
Secretary (per hr)	<u>7.00</u>	<u>11.00</u>	Years in position <u>1-5</u>
Maintenance Person (per hr)	<u>16.00</u>	<u> </u>	Years in position <u>2</u>
Custodian (per hr)	<u>8.00</u>	<u>9.00</u>	Years in position <u>1-4</u>
Assistant Custodian (per hr)	<u> </u>	<u> </u>	
Head Cook (per hr)	<u>12.19</u>	<u>8</u>	Years in position <u>15</u>
Assistant Cooks (per hr)	<u>9.23</u>	<u> </u>	
Dishwasher (per hr)	<u> </u>	<u> </u>	
Bus Driver (per hr)	<u>14.00</u>	<u> </u>	Years in position <u>N/A</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>1</u>	Years in position <u> </u>
Librarian	<u>1</u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u>995</u>	Extra duty <u> </u> or Duties done during contracted day <u>X</u>
Newspaper Advisor	<u>1</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
School Plays	<u>1</u>	
Debate & Speech	<u>1</u>	
Cheerleader Advisor	<u>3089 / sport</u>	
Pep Club	<u>1</u>	
Concessions	<u>1691 - 1293 (2)</u>	
Ticket Sales (hours/event)	<u>15</u>	Per hour? <u>yes</u> or Per event? <u>X</u>
Senior Class Advisor	<u>298</u>	
Junior Class Advisor	<u>597</u>	
Band Director	<u>2089</u>	
Choir Director	<u>1</u>	
Drill Team	<u>1</u>	
FFA	<u>1</u>	
FCCLA	<u>1</u>	
BPA	<u>1</u>	
Driver's Education	<u>\$161 hr</u>	Years in position <u>2</u>
Athletic Director **	<u>3500</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
Football, Head Coach	<u>2487</u>	Years in position <u>N/A</u>
Football, Asst. Coach	<u>1890</u>	
Volleyball, Head Coach	<u>2487</u>	
Girls' Basketball, Head Coach	<u>2487</u>	Years in position <u>N/A</u>
Girls' Basketball, Asst. Coach	<u>1890</u>	
Girls' Baseball Coach	<u> </u>	
Boys' Basketball, Head Coach	<u>2487</u>	Years in position <u>N/A</u>
Boys' Basketball, Asst. Coach	<u>1890</u>	
Boys' Baseball Coach	<u> </u>	Years in position <u>N/A</u>
Basketball Elementary	<u>1492</u>	
Wrestling, Head Coach	<u>1</u>	Years in position <u>N/A</u>
Wrestling, Asst. Coach	<u>1</u>	
Girls' Track, Head Coach	<u>1</u>	Years in position <u>N/A</u>
Girls' Track, Asst. Coach	<u>3084</u>	
Boys' Track, Head Coach	<u>1950</u>	Years in position <u>N/A</u>
Boys' Track, Asst. Coach	<u>1</u>	
Track, Elementary	<u>1950</u>	
Girls' Softball, Head Coach	<u>1</u>	Years in position <u>N/A</u>
Soccer, Head Coach	<u>1</u>	Years in position <u>N/A</u>

* If percentage of base salary, please indicate that percentage

*all are different
based on amount of
% time in sport.*

School _____

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	_____

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	_____	Years in position _____
Secretary (per hr)	_____	_____	Years in position _____
Maintenance Person (per hr)	_____	_____	Years in position _____
Custodian (per hr)	_____	_____	Years in position _____
Assistant Custodian (per hr)	_____	_____	
Head Cook (per hr)	_____	_____	Years in position _____
Assistant Cooks (per hr)	_____	_____	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	_____	_____	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays	_____	
Debate & Speech	_____	
Cheerleader Advisor	_____	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? _____ or Per event? _____
Senior Class Advisor	_____	
Junior Class Advisor	_____	
Band Director	_____	
Choir Director	_____	
Drill Team	_____	
FFA	_____	
FCCLA	_____	
BPA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	_____	Extra duty _____ or Duties done during contracted day _____
Football, Head Coach	_____	Years in position _____
Football, Asst. Coach	_____	
Volleyball, Head Coach	_____	
Girls' Basketball, Head Coach	_____	Years in position _____
Girls' Basketball, Asst. Coach	_____	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	_____	Years in position _____
Boys' Basketball, Asst. Coach	_____	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	_____	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	_____	Years in position _____
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

a percentage of base salary, please indicate that percentage _____ %.

School _____

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.94</u>	<u>6.94</u>
Title I Aides (per hr)	<u>7.00</u>	<u>7.00</u>
Special Ed Aides (per hr)	<u>7.00</u>	<u>7.00</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr) <i>Secretary</i>	_____	<u>27747</u>	Years in position _____
Secretary (per hr)	<u>8.00</u>	<u>11.04</u>	Years in position _____
Maintenance Person (per hr)	<u>10.08</u>	<u>11.91</u>	Years in position _____
Custodian (per hr)	<u>7.83</u>	<u>7.83</u>	Years in position _____
Assistant Custodian (per hr)	_____	_____	Years in position _____
Head Cook (per hr)	_____	_____	Years in position _____
Assistant Cooks (per hr)	<u>6.94</u>	<u>7.50</u>	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	_____	_____	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	<u>583</u>	Extra duty ____ or Duties done during contracted day <u>X</u>
Newspaper Advisor	_____	Extra duty ____ or Duties done during contracted day ____
School Plays	<u>566</u>	
Debate & Speech	_____	
Cheerleader Advisor	<u>2465</u>	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? ____ or Per event? ____
Senior Class Advisor	<u>257</u>	
Junior Class Advisor	<u>366</u>	
Band Director	<u>3008</u>	
Choir Director	<u>1279</u>	
Drill Team	_____	
FFA <i>VICA</i>	<u>1212</u>	
FCCLA	_____	
BPA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	_____	Extra duty ____ or Duties done during contracted day <u>X</u>
Football, Head Coach	<u>3008</u>	Years in position _____
Football, Asst. Coach	<u>2116</u>	
Volleyball, Head Coach	<u>3008</u>	
Girls' Basketball, Head Coach	<u>3008</u>	Years in position _____
Girls' Basketball, Asst. Coach	<u>2116</u>	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>3008</u>	Years in position _____
Boys' Basketball, Asst. Coach	<u>2116</u>	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	<u>980</u>	
Wrestling, Head Coach	<u>3008</u>	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	<u>2518</u>	Years in position _____
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	<u>2518</u>	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	<u>980</u>	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

* Percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Title I Aides (per hr)		<u>8.31</u>
Special Ed Aides (per hr)	<u>6.65</u>	<u>10.11</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		<u>14.07</u>	Years in position <u>14</u>
Secretary (per hr)	<u>9.05</u>	<u>11.03</u>	Years in position
Maintenance Person (per hr)		<u>11.70</u>	Years in position
Custodian (per hr)	<u>7.25</u>	<u>9.97</u>	Years in position
Assistant Custodian (per hr)			
Head Cook (per hr)		<u>11.60</u>	Years in position <u>20+</u>
Assistant Cooks (per hr)		<u>7.25</u>	
Dishwasher (per hr)	<u>6.35</u>	<u>6.70</u>	
Bus Driver (per hr)	<u>N/A</u>		Years in position

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>N/A</u>	Years in position	
Librarian	<u>N/A</u>	Years in position	
Annual / Yearbook Advisor	<u>1623.50</u>	Extra duty <u>X</u> or Duties done during contracted day	
Newspaper Advisor	<u>N/A</u>	Extra duty or Duties done during contracted day	
School Plays	<u>382</u>		
Debate & Speech	<u>1528.</u>		
Cheerleader Advisor	<u>1146.</u>		
Pep Club	<u>N/A</u>		
Concessions	<u>N/A</u>		
Ticket Sales (hours/event)	<u>\$ 10</u>	Per hour? or Per event? <u>X</u>	
Senior Class Advisor	<u>N/A</u>		
Junior Class Advisor			
Band Director	<u>2483</u>	- Pep BAND/instrumental festival	
Choir Director	<u>3247.</u>	"Blues" group/vocal	
Drill Team	<u>N/A</u>		
FFA	<u>N/A</u>		
FCCLA	<u>N/A</u>		
BPA	<u>N/A</u>		
Driver's Education		Years in position	
Athletic Director **	<u>2578.50</u>	Extra duty or Duties done during contracted day <u>X</u>	
Football, Head Coach	<u>2578.50</u>	Years in position <u>7</u>	
Football, Asst. Coach	<u>1337.</u>		
Volleyball, Head Coach	<u>2005.50</u>		
Girls' Basketball, Head Coach	<u>2387.50</u>	Years in position <u>5</u>	
Girls' Basketball, Asst. Coach	<u>1337.</u>		
Girls' Baseball Coach	<u>N/A</u>		
Boys' Basketball, Head Coach	<u>2101.</u>	Years in position	
Boys' Basketball, Asst. Coach	<u>1719.</u>		
Boys' Baseball Coach	<u>N/A</u>	Years in position	
Basketball Elementary JH	<u>1337.</u>		
Wrestling, Head Coach	<u>2101.</u>	Years in position <u>2</u>	
Wrestling, Asst. Coach	<u>N/A</u>		
Girls' Track, Head Coach	<u>2769.50</u>	Years in position <u>9+</u>	
Girls' Track, Asst. Coach	<u>1623.50</u>		
Boys' Track, Head Coach		Years in position	
Boys' Track, Asst. Coach			
Track, Elementary	<u>1146.</u>		
Girls' Softball, Head Coach	<u>N/A</u>	Years in position	
Soccer, Head Coach	<u>N/A</u>	Years in position	

a percentage of base salary, please indicate that percentage 10 %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		8.90 aug
Title I Aides (per hr)		N/A
Special Ed Aides (per hr)		8.21 aug

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	Years in position
School Clerk (per hr)		11.20	9
Secretary (per hr)		8.21	6
Maintenance Person (per hr)		10.56	7
Custodian (per hr)		10.68	16
Assistant Custodian (per hr)	8.61		
Head Cook (per hr)		10.10	20
Assistant Cooks (per hr)	8.95		
Dishwasher (per hr)	5.97		
Bus Driver (per hr)	contracted		

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position	
Librarian		Years in position	
Annual / Yearbook Advisor	1500	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day	
Newspaper Advisor		Extra duty <input type="checkbox"/> or Duties done during contracted day	
School Plays	500		
Debate & Speech	1500		
Cheerleader Advisor	1000		
Pep Club			
Concessions			
Ticket Sales (hours/event)	710	Per hour? <input checked="" type="checkbox"/> or Per event? <u>20 max</u>	
Senior Class Advisor	250		
Junior Class Advisor	300		
Band Director	1000		
Choir Director	600		
Drill Team			
FFA	1600		
FCCLA			
BPA			
Driver's Education	815/hr	Years in position	6
Athletic Director **	3000	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day	
Football, Head Coach	2000	Years in position	
Football, Asst. Coach	1500		
Volleyball, Head Coach	2000		
Girls' Basketball, Head Coach	2000	Years in position	
Girls' Basketball, Asst. Coach	1500		
Girls' Baseball Coach			
Boys' Basketball, Head Coach	2000	Years in position	
Boys' Basketball, Asst. Coach	1500		
Boys' Baseball Coach		Years in position	
Basketball Elementary	700		
Wrestling, Head Coach		Years in position	
Wrestling, Asst. Coach			
Girls' Track, Head Coach	1500	Years in position	
Girls' Track, Asst. Coach	1000		
Boys' Track, Head Coach	1500	Years in position	
Boys' Track, Asst. Coach	1000		
Track, Elementary	1000		
Girls' Softball, Head Coach		Years in position	
Soccer, Head Coach		Years in position	

* If a percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.68</u>	<u>10.55</u>
Title I Aides (per hr)	<u> </u>	<u>10.55</u>
Special Ed Aides (per hr)	<u> </u>	<u>10.55</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u> </u>	<u>10.00</u>	Years in position <u>3</u>
Secretary (per hr)	<u> </u>	<u>7.00</u>	Years in position <u>5</u>
Maintenance Person (per hr)	<u> </u>	<u>10.00</u>	Years in position <u>1</u>
Custodian (per hr)	<u> </u>	<u> </u>	Years in position <u> </u>
Assistant Custodian (per hr)	<u> </u>	<u>7.50</u>	
Head Cook (per hr)	<u> </u>	<u>8.95</u>	Years in position <u>2</u>
Assistant Cooks (per hr)	<u> </u>	<u>5.60</u>	
Dishwasher (per hr)	<u> </u>	<u> </u>	
Bus Driver (per hr)	<u>11.83</u>	<u>16.46</u>	Years in position <u>13</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher/Principal	<u>1365.00</u>	Years in position <u>10</u>	<u>6.5% of base</u>
Librarian	<u> </u>	Years in position <u> </u>	
Annual / Yearbook Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u>X</u>	
Newspaper Advisor	<u>NA</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>	
School Plays	<u>NA</u>		
Debate & Speech	<u>NA</u>		
Cheerleader Advisor	<u>1470.00</u>		
Pep Club	<u>1470.00</u>		
Concessions	<u>NA</u>		
Ticket Sales (hours/event)	<u>5.15</u>	Per hour? <u>✓</u> or Per event? <u> </u>	
Senior Class Advisor	<u>1050.00</u>		
Junior Class Advisor	<u>210.00</u>		
Band Director	<u>1365.00</u>		
Choir Director	<u> </u>		
Drill Team	<u>NA</u>		
FFA	<u>1575.00</u>		
FCCLA	<u>NA</u>		
BPA	<u>1575.00</u>		
Driver's Education	<u> </u>	Years in position <u>10+</u>	<u>.075% of teacher's base salary</u>
Athletic Director **	<u>1050.00</u>	Extra duty <u>✓</u> or Duties done during contracted day <u> </u>	<u>\$ 26.80 per hour for summer of 2002</u>
Football, Head Coach	<u>1470.00</u>	Years in position <u> </u>	
Football, Asst. Coach	<u>945.00</u>		
Volleyball, Head Coach	<u>NA</u>		
Girls' Basketball, Head Coach	<u>1470.00</u>	Years in position <u>1</u>	
Girls' Basketball, Asst. Coach	<u>945.00</u>		
Girls' Baseball Coach	<u>NA</u>		
Boys' Basketball, Head Coach	<u>1470.00</u>	Years in position <u>8</u>	
Boys' Basketball, Asst. Coach	<u>945.00</u>		
Boys' Baseball Coach	<u>NA</u>	Years in position <u> </u>	
Basketball Elementary	<u>945.00</u>		
Wrestling, Head Coach	<u>NA</u>	Years in position <u> </u>	
Wrestling, Asst. Coach	<u>NA</u>		
Girls' Track, Head Coach	<u>1470.00</u>	Years in position <u>7</u>	
Girls' Track, Asst. Coach	<u> </u>		
Boys' Track, Head Coach	<u>1470.00</u>	Years in position <u>8</u>	
Boys' Track, Asst. Coach	<u> </u>		
Track, Elementary	<u>945.00</u>		
Girls' Softball, Head Coach	<u>NA</u>	Years in position <u> </u>	
Soccer, Head Coach	<u>NA</u>	Years in position <u> </u>	

a percentage of base salary, please indicate that percentage %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	\$ 6.20	—
Title I Aides (per hr)	6.20	—
Special Ed Aides (per hr)	6.20	—

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	\$ 12.17	—	Years in position <u>9</u>
Secretary (per hr)	\$ 8.40	—	Years in position <u>1</u>
Maintenance Person (per hr)	2.00	—	Years in position <u>—</u>
Custodian (per hr)	10.40	—	Years in position <u>3</u>
Assistant Custodian (per hr)	6.70	—	—
Head Cook (per hr)	11.34	—	Years in position <u>12</u>
Assistant Cooks (per hr)	7.18	—	—
Dishwasher (per hr)	—	—	—
Bus Driver (per hr)	—	—	Years in position <u>—</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	—	Years in position <u>—</u>
Librarian	—	Years in position <u>—</u>
Annual / Yearbook Advisor	\$10.50 ⁰⁰	Extra duty <u>X</u> or Duties done during contracted day <u>—</u>
Newspaper Advisor	—	Extra duty <u>—</u> or Duties done during contracted day <u>—</u>
School Plays	—	—
Debate & Speech	—	—
Cheerleader Advisor	637.00	—
Pep Club	—	—
Concessions	425 ⁰⁰	—
Ticket Sales (hours/event)	9.00	Per hour? <u>—</u> or Per ^{game} event? <u>—</u>
Senior Class Advisor	—	—
Junior Class Advisor	—	—
Band Director	—	—
Choir Director	—	—
Drill Team	—	—
FFA	—	—
FCCLA	—	—
BPA	—	—
Driver's Education	—	Years in position <u>—</u>
Athletic Director **	11313 ⁰⁰	Extra duty <u>X</u> or Duties done during contracted day <u>—</u>
Football, Head Coach	—	Years in position <u>—</u>
Football, Asst. Coach	—	—
Volleyball, Head Coach	—	—
Girls' Basketball, Head Coach	1775 ⁰⁰	Years in position <u>2</u>
Girls' Basketball, Asst. Coach	—	—
Girls' Baseball Coach	—	—
Boys' Basketball, Head Coach	1950 ⁰⁰	Years in position <u>4</u>
Boys' Basketball, Asst. Coach	1075 ⁰⁰	—
Boys' Baseball Coach	—	Years in position <u>—</u>
Basketball Elementary	—	—
Wrestling, Head Coach	—	Years in position <u>—</u>
Wrestling, Asst. Coach	—	—
Girls' Track, Head Coach	1600 ⁰⁰	Years in position <u>10</u>
Girls' Track, Asst. Coach	—	—
Boys' Track, Head Coach	—	Years in position <u>—</u>
Boys' Track, Asst. Coach	—	—
Track, Elementary	—	—
Girls' Softball, Head Coach	—	Years in position <u>—</u>
Soccer, Head Coach	—	Years in position <u>—</u>

* If percentage of base salary, please indicate that percentage — %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	<u>7.44</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	<u>15.45</u>	Years in position <u>22</u>
Secretary (per hr)	_____	<u>9.75</u>	Years in position <u>3</u>
Maintenance Person (per hr)	_____	_____	Years in position _____
Custodian (per hr)	_____	<u>13.64</u>	Years in position <u>15</u>
Assistant Custodian (per hr)	_____	<u>6.44</u>	
Head Cook (per hr)	_____	<u>11.00</u>	Years in position <u>23</u>
Assistant Cooks (per hr)	_____	<u>8.53</u>	
Dishwasher (per hr)	_____	<u>6.18</u>	
Bus Driver (per hr)	_____	_____	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays	<u>116</u>	
Debate & Speech	_____	
Cheerleader Advisor	<u>625</u>	
Pep Club	<u>400</u>	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? _____ or Per event? _____
Senior Class Advisor	<u>400</u>	
Junior Class Advisor	<u>116</u>	
Band Director	_____	
Choir Director	<u>1,600</u>	
Drill Team	_____	
FFA	_____	
FCCLA	<u>231</u>	
BPA	_____	
Driver's Education	<u>15.00</u>	Years in position <u>7</u>
Athletic Director **	<u>2,500</u>	Extra duty <u>x</u> or Duties done during contracted day _____
Football, Head Coach	<u>2,972</u>	Years in position <u>21</u>
Football, Asst. Coach	<u>2,058</u>	
Volleyball, Head Coach	<u>2,972</u>	
Girls' Basketball, Head Coach	<u>3,089</u>	Years in position <u>25</u>
Girls' Basketball, Asst. Coach	<u>2,174</u>	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>3,089</u>	Years in position <u>2</u>
Boys' Basketball, Asst. Coach	<u>2,174</u>	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	<u>1,835</u>	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	_____	Years in position _____
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	<u>2,972</u>	Years in position <u>5</u>
Boys' Track, Asst. Coach	<u>2,174</u>	
Track, Elementary	<u>1,660</u>	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

a percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>7.24</u>	<u>10.68</u>
Title I Aides (per hr)	<u>"</u>	<u>"</u>
Special Ed Aides (per hr)	<u>"</u>	<u>"</u>

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NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>\$25.000 + insurance</u>		Years in position <u>4</u>
Secretary (per hr)	<u>6.72</u>	<u>9.88</u>	Years in position <u>2</u>
Maintenance Person (per hr)	<u>9.71</u>	<u>14.51</u>	Years in position <u>1</u>
Custodian (per hr)	<u>7.45</u>	<u>11.00</u>	Years in position <u>20</u>
Assistant Custodian (per hr)	<u>NA</u>	<u>NA</u>	
Head Cook (per hr)	<u>7.78</u>	<u>11.52</u>	Years in position <u>13</u>
Assistant Cooks (per hr)	<u>6.87</u>	<u>10.16</u>	
Dishwasher (per hr)	<u>6.15</u>	<u>6.68</u>	
Bus Driver (per hr)	<u>8.09</u>	<u>12.00</u>	Years in position <u>0-20</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>NA</u>	Years in position <u> </u>
Librarian	<u>NA</u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u>4%</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day <u> </u>
Newspaper Advisor	<u>-</u>	Extra duty <u> </u> or Duties done during contracted day <input checked="" type="checkbox"/>
School Plays	<u>-</u>	
Debate & Speech	<u>7%</u>	
Cheerleader Advisor	<u>3.5% per season / 2 seasons</u>	
Pep Club	<u>-</u>	
Concessions	<u>6%</u>	
Ticket Sales (hours/event)	<u>10.10</u>	Per hour? <input checked="" type="checkbox"/> or Per event? <u> </u>
Senior Class Advisor	<u>-</u>	
Junior Class Advisor	<u>-</u>	
Band Director	<u>6</u>	
Choir Director	<u>3</u>	
Drill Team	<u>2</u>	
FFA	<u>7</u>	
FCCLA	<u>7</u>	
BPA	<u>-</u>	
Driver's Education	<u>\$13/hr</u>	Years in position <u>2</u>
Athletic Director **	<u>10</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day <u> </u>
Football, Head Coach	<u>10</u>	Years in position <u> </u>
Football, Asst. Coach	<u>7</u>	
Volleyball, Head Coach	<u>10</u>	
Girls' Basketball, Head Coach	<u>10</u>	Years in position <u>1</u>
Girls' Basketball, Asst. Coach	<u>7</u>	
Girls' Baseball Coach	<u>-</u>	
Boys' Basketball, Head Coach	<u>10</u>	Years in position <u>4</u>
Boys' Basketball, Asst. Coach	<u>7</u>	
Boys' Baseball Coach	<u>7</u>	Years in position <u> </u>
Basketball Elementary	<u>7</u>	
Wrestling, Head Coach	<u>7</u>	Years in position <u> </u>
Wrestling, Asst. Coach	<u>7</u>	
Girls' Track, Head Coach	<u>7</u>	Years in position <u>2</u>
Girls' Track, Asst. Coach	<u>7</u>	
Boys' Track, Head Coach	<u>7</u>	Years in position <u>2</u>
Boys' Track, Asst. Coach	<u>2</u>	
Track, Elementary	<u>2</u>	
Girls' Softball, Head Coach	<u>-</u>	Years in position <u> </u>
Soccer, Head Coach	<u>-</u>	Years in position <u> </u>

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* ERIC percentage of base salary, please indicate: Base Salary of \$19,300.00
All extra duty positions are % of base.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aide(per hr)		
Title I Aide (per hr)		7.70
Special Ed Aides (per hr)	6.40	6.95

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum		
School Clerk(per hr)		12.00	Years in position	3
Secretary (per hr)	7.20	7.70	Years in position	11
Maintenance Person (per hr)		10.00	Years in position	0
Custodian (per hr)	6.65	7.85	Years in position	19
Assistant Custodian				
Head Cook (per hr)		10.20	Years in position	23
Assistant Cooks (per hr)		7.20		
Dishwasher (per hr)		6.10		
Bus Driver (per hr)		7.60	Years in position	

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS*

Supervising Teacher	_____	Years in position	
Librarian	_____	Years in position	
Annual/Yearbook Advisor	2.0%	Extra Duty _____ or Duties done during contracted day_____	
Newspaper Advisor	_____		
School Plays	_____		
Debate & Speech	4.9%		
Cheerleader Advisor	2.0%		
Pep Club	1.0%		
Concessions	_____		
Ticket Sales (hours/event)	2.5%	Per hour? _____ or Per event? _____	
Senior Class Advisor	1.0%		
Junior Class Advisor	1.1%		
Band Director	8.0%		
Choir Director	_____		
Drill Team	_____		
FFA	1.8%		
FCCLA	1.8%		
BPA	_____		
Driver's Education	_____	Years in position	
Athletic Director**	_____	Extra Duty _____ or Duties done during contracted day_X_	
Football, Head Coach	7.0%	Years in position	
Football, Asst. Coach	4.1%		
Volleyball, Head Coach	7.0%		
Girls' Basketball Head Coach	7.5%	Years in position	0
Girls' Basketball Asst. Coach	4.5%		
Girls' Baseball Coach	_____		
Boys' Basketball, Head Coach	7.5%	Years in position	0
Boys' Basketball, Asst. Coach	4.5%		
Boys' Baseball Coach	_____		
Basketball Elementary	2.5%		
Wrestling, Head Coach	_____	Years in position	
Wrestling, Asst. Coach	_____		
Girls' Track, Head Coach	5.2%	Years in position	7
Girls' Track, Asst. Coach	2.0%		
Boys' Track, Head Coach	_____	Years in position	
Boys' Track, Asst. Coach	_____		
Track, Elementary	2.0%		
Girls' Softball, Head Coach	_____	Years in position	
Soccer, Head Coach	_____	Years in position	

*If a percentage of base salary, please indicate that percentage _____%

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	6.25	10.00
Title I Aides (per hr)		
Special Ed Aides (per hr)		

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		7.82	Years in position 6
Secretary (per hr)		7.42	Years in position 11
Maintenance Person (per hr)		8.00	Years in position 2
Custodian (per hr)		8.00	Years in position 2
Assistant Custodian (per hr)		6.12	
Head Cook (per hr)		8.35	Years in position 16
Assistant Cooks (per hr)		6.12	
Dishwasher (per hr)			
Bus Driver (per hr)		11.50	Years in position 19

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	2500	Years in position 3
Librarian		Years in position
Annual / Yearbook Advisor	350	Extra duty ___ or Duties done during contracted day x
Newspaper Advisor		Extra duty ___ or Duties done during contracted day
School Plays	300	
Debate & Speech		
Cheerleader Advisor	1300	
Pep Club		
Concessions	600	
Ticket Sales (hours/event)		Per hour? ___ or Per event? ___
Senior Class Advisor		
Junior Class Advisor	300	
Band Director	1600	
Choir Director		
Drill Team		
FFA		
FCCLA		
BPA		
Driver's Education		Years in position
Athletic Director **	1100	Extra duty ___ or Duties done during contracted day y
Football, Head Coach		Years in position
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	2200	Years in position 3
Girls' Basketball, Asst. Coach	1400	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2200	Years in position 5
Boys' Basketball, Asst. Coach	1400	
Boys' Baseball Coach		Years in position
Basketball Elementary	1400	
Wrestling, Head Coach		Years in position
Wrestling, Asst. Coach		
Girls' Track, Head Coach	550	Years in position 5
Girls' Track, Asst. Coach		
Boys' Track, Head Coach	550	Years in position 3
Boys' Track, Asst. Coach		
Track, Elementary		
Girls' Softball, Head Coach		Years in position
Soccer, Head Coach		Years in position

* Percentage of base salary, please indicate that percentage ____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	<u>8.33</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	<u>12.50</u>	Years in position <u>25</u>
Secretary (per hr)	_____	<u>8.32</u>	Years in position <u>7</u>
Maintenance Person (per hr)	_____	<u>12.86</u>	Years in position <u>17</u>
Custodian (per hr)	_____	<u>8.53</u>	Years in position <u>16</u>
Assistant Custodian (per hr)	_____	<u>8.24</u>	
Head Cook (per hr)	_____	<u>9.98</u>	Years in position <u>3</u>
Assistant Cooks (per hr)	_____	<u>7.62</u>	
Dishwasher (per hr)	_____	<u>5.15</u>	
Bus Driver (per hr)	_____	_____	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS

Route 1 66.30, Route 2 64.21, Route 3 63.10, Route 4 64.22

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays	_____	
Debate & Speech	<u>1,260</u>	
Cheerleader Advisor	<u>1,260</u>	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	<u>5.00</u>	Per hour? _____ or Per event? <u>X</u>
Senior Class Advisor	<u>100</u>	
Junior Class Advisor	<u>250</u>	
Band Director	<u>1050</u>	
Choir Director	<u>1/2 day</u>	
Drill Team	_____	
FFA	_____	
FCCLA	_____	
BPA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	<u>8,100</u>	Extra duty <u>X</u> or Duties done during contracted day _____
Football, Head Coach	<u>2,310</u>	Years in position <u>1</u>
Football, Asst. Coach	<u>1,680</u>	
Volleyball, Head Coach	<u>2,100</u>	
Girls' Basketball, Head Coach	<u>2,100</u>	Years in position <u>3</u>
Girls' Basketball, Asst. Coach	<u>1,260</u>	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>2,100</u>	Years in position <u>1</u>
Boys' Basketball, Asst. Coach	<u>1,260</u>	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	<u>840</u>	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	<u>1,680</u>	Years in position <u>3</u>
Girls' Track, Asst. Coach	<u>1,260</u>	
Boys' Track, Head Coach	<u>1,680</u>	Years in position <u>3</u>
Boys' Track, Asst. Coach	<u>1,260</u>	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

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a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	—	—
Title I Aides (per hr)	\$7.00	\$7.50
Special Ed Aides (per hr)	\$7.00	\$7.70

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	\$9.00	\$10.75	Years in position 6
Secretary (per hr)	\$7.00	\$8.49	Years in position 6
Maintenance Person (per hr)	\$8.50	\$10.06	Years in position 3
Custodian (per hr)	\$7.00	\$7.24	Years in position 2
Assistant Custodian (per hr)	\$6.00	\$6.24	
Head Cook (per hr)	\$7.00	\$10.54	Years in position 17
Assistant Cooks (per hr)	\$6.00	\$9.49	
Dishwasher (per hr)	\$5.50	\$5.50	
Bus Driver (per hr)	.40/mile	.583/mile	Years in position 21

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	\$500.00	Years in position —
Librarian	—	Years in position —
Annual / Yearbook Advisor	4.5% \$1102.50	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day —
Newspaper Advisor	—	Extra duty — or Duties done during contracted day —
School Plays	2.9% or \$681.50/play	
Debate & Speech	5.4% \$1107.00	
Cheerleader Advisor	9.0% \$1980.00	
Pep Club	—	
Concessions	9.0% \$1800.00	
Ticket Sales (hours/event)	-0-	Per hour? — or Per event? —
Senior Class Advisor	-0-	} Assigned duties
Junior Class Advisor	-0-	
Band Director	6.7% \$1440.50	
Choir Director	-0-	
Drill Team	-0-	
FFA	—	
FCCLA	—	
BPA	—	
Driver's Education	10.2% \$2499	Years in position 9(max)
Athletic Director **	\$2500.00	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day <input checked="" type="checkbox"/> 1 period/day
Football, Head Coach	10.2% \$2499	Years in position 9(max)
Football, Asst. Coach	6.4% \$1312	(8 period day)
Volleyball, Head Coach	10.2% \$2295	
Girls' Basketball, Head Coach	10.2% \$2499	Years in position 9(max)
Girls' Basketball, Asst. Coach	6.4% \$1568	
Girls' Baseball Coach	-0-	
Boys' Basketball, Head Coach	10.2% \$2499	Years in position 3
Boys' Basketball, Asst. Coach	6.4% \$2352	
Boys' Baseball Coach	—	Years in position —
Basketball Elementary	1.6% \$392.00	
Wrestling, Head Coach	—	Years in position —
Wrestling, Asst. Coach	—	
Girls' Track, Head Coach	6.3% \$1543.50	Years in position 9(max)
Girls' Track, Asst. Coach	3.1% \$635.50	
Boys' Track, Head Coach	6.3% \$1543.50	Years in position 9(max)
Boys' Track, Asst. Coach	—	combined position
Track, Elementary	6.3% \$1366.00	
Girls' Softball, Head Coach	—	Years in position —
Soccer, Head Coach	—	Years in position —

* percentage of base salary, please indicate that percentage %.

School _____

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	_____

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	_____	Years in position _____
Secretary (per hr)	_____	_____	Years in position _____
Maintenance Person (per hr)	_____	_____	Years in position _____
Custodian (per hr)	_____	_____	Years in position _____
Assistant Custodian (per hr)	_____	_____	
Head Cook (per hr)	_____	_____	Years in position _____
Assistant Cooks (per hr)	_____	_____	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	_____	_____	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	<u>325</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day _____
Newspaper Advisor	<u>425</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day _____
School Plays	<u>425</u>	
Debate & Speech	_____	
Cheerleader Advisor	<u>825</u>	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? _____ or Per event? _____
Senior Class Advisor	<u>200</u>	
Junior Class Advisor	<u>200</u>	
Band Director	<u>1000</u>	
Choir Director	<u>800</u>	
Drill Team	_____	
FFA	_____	
FCCLA	_____	
BPA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	<u>1000</u>	Extra duty _____ or Duties done during contracted day <input checked="" type="checkbox"/>
Football, Head Coach	<u>1950</u>	Years in position <u>1</u>
Football, Asst. Coach	<u>950</u>	
Volleyball, Head Coach	<u>1950</u>	
Girls' Basketball, Head Coach	<u>1950</u>	Years in position <u>3</u>
Girls' Basketball, Asst. Coach	<u>950</u>	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>1950</u>	Years in position <u>3</u>
Boys' Basketball, Asst. Coach	<u>950</u>	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	_____	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	<u>1750</u>	Years in position _____
Girls' Track, Asst. Coach	<u>900</u>	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

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a percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Title I Aides (per hr)	<u>8.27</u>	<u>8.27</u>
Special Ed Aides (per hr)	<u>7.43</u>	<u>7.43</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		<u>11.63</u>	Years in position <u>22</u>
Secretary (per hr)		<u>8.27</u>	Years in position <u>4</u>
Maintenance Person (per hr)		<u>8.82</u>	Years in position <u>2</u>
Custodian (per hr)		<u>7.21</u>	Years in position <u>2</u>
Assistant Custodian (per hr)			
Head Cook (per hr)		<u>9.38</u>	Years in position <u>3</u>
Assistant Cooks (per hr)		<u>7.00</u>	
Dishwasher (per hr)			
3- Bus Driver (per hr)	<u>7.43</u>	<u>12.60</u>	Years in position <u>16, 8, 2</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position	
Librarian		Years in position	
4% - Annual / Yearbook Advisor	<u>791⁰⁰</u>	Extra duty <u>✓</u> or Duties done during contracted day <u>✓</u>	
2% - Newspaper Advisor	<u>396⁰⁰</u>	Extra duty <u>✓</u> or Duties done during contracted day <u>✓</u>	
2% - School Plays	<u>396⁰⁰</u>		
Debate & Speech			
4% combined { Cheerleader Advisor			
Pep Club	<u>791⁰⁰</u>		
Concessions			
Ticket Sales (hours/event)		Per hour? <u> </u> or Per event? <u> </u>	
1% - Senior Class Advisor	<u>198⁰⁰</u>		
5% - 2% Junior Class Advisor	<u>99⁰⁰</u>		
5% - 2% Band Director	<u>989⁰⁰</u>		
Choir Director			
4% - Drill Team	<u>791⁰⁰</u>		
FFA			
FCCLA			
BPA			
Driver's Education	<u>2500</u>	Years in position <u>1</u>	
12% - Athletic Director **	<u>2374</u>	Extra duty <u>✓</u> or Duties done during contracted day <u>✓</u>	
Football, Head Coach		Years in position <u> </u>	
Football, Asst. Coach			
10% - Volleyball, Head Coach	<u>1978⁰⁰</u>		
10% - Girls' Basketball, Head Coach	<u>1978⁰⁰</u>	Years in position <u>8</u>	
7% - Girls' Basketball, Asst. Coach	<u>1385⁰⁰</u>		
Girls' Baseball Coach			
10% - Boys' Basketball, Head Coach	<u>1978⁰⁰</u>	Years in position <u>5</u>	
7% - Boys' Basketball, Asst. Coach	<u>1385⁰⁰</u>		
Boys' Baseball Coach		Years in position <u> </u>	
5% - Basketball Elementary	<u>989⁰⁰</u>		
Wrestling, Head Coach		Years in position <u> </u>	
Wrestling, Asst. Coach			
9% combined { Girls' Track, Head Coach	<u>1780⁰⁰</u>	Years in position <u>1</u>	
Girls' Track, Asst. Coach			
Boys' Track, Head Coach		Years in position <u> </u>	
Boys' Track, Asst. Coach	<u>1385⁰⁰</u>		
5% combined { Track, Elementary	<u>989⁰⁰</u>		
Girls' Softball, Head Coach		Years in position <u> </u>	
Soccer, Head Coach		Years in position <u> </u>	

a percentage of base salary, please indicate that percentage %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>5.75</u>	<u>9.59</u>
Title I Aides (per hr)		
Special Ed Aides (per hr)	<u>5.75</u>	<u>8.91</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		<u>15.37</u>	Years in position <u>23</u>
Secretary (per hr)	<u>7.61</u>	<u>11.00</u>	Years in position <u>12</u>
Maintenance Person (per hr)		<u>13.30</u>	Years in position <u>17</u>
Custodian (per hr)		<u>7.80</u>	Years in position <u>12</u>
Assistant Custodian (per hr)		<u>7.86</u>	
Head Cook (per hr)		<u>7.54</u>	
Assistant Cooks (per hr)		<u>12.82</u>	Years in position <u>4 to 23</u>
Dishwasher (per hr)		<u>20.65</u>	
Bus Driver (per hr)			

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position	
Librarian		Years in position	
Annual / Yearbook Advisor		Extra duty	or Duties done during contracted day <u>X</u>
Newspaper Advisor		Extra duty	or Duties done during contracted day
School Plays			
Debate & Speech			
Cheerleader Advisor	<u>1288</u>		
Pep Club	<u>1925</u>		
Concessions	<u>25</u>	Per hour?	or Per event? <u>X</u>
Ticket Sales (hours/event)			
Senior Class Advisor			
Junior Class Advisor			
Band Director	<u>2300</u>		
Choir Director	<u>690</u>		
Drill Team			
FFA			
FCCLA			
BPA			
Driver's Education	<u>12.83</u>	Years in position	<u>1</u>
Athletic Director **	<u>5000</u>	Extra duty <u>X</u> and	Duties done during contracted day <u>X</u>
Football, Head Coach	<u>2300</u>	Years in position	<u>11</u>
Football, Asst. Coach	<u>1380</u>		
Volleyball, Head Coach	<u>2300</u>		
Girls' Basketball, Head Coach	<u>2300</u>	Years in position	<u>2</u>
Girls' Basketball, Asst. Coach	<u>1380</u>		
Girls' Baseball Coach			
Boys' Basketball, Head Coach	<u>2300</u>	Years in position	<u>2</u>
Boys' Basketball, Asst. Coach	<u>1380</u>		
Boys' Baseball Coach		Years in position	
Basketball Elementary	<u>1390</u>		
Wrestling, Head Coach		Years in position	
Wrestling, Asst. Coach			
Girls' Track Track, Head Coach	<u>2300</u>	Years in position	<u>11</u>
Girls' Track Track, Asst. Coach	<u>1380</u>		
Boys' Track Track, Head Coach		Years in position	
Boys' Track Track, Asst. Coach	<u>1380</u>		
Track, Elementary Asst Coaches Cover		This	
Girls' Softball, Head Coach		Years in position	
Soccer, Head Coach		Years in position	

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a percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>7.25</u>	<u>7.25</u>
Title I Aides (per hr)	<u>NA</u>	<u>NA</u>
Special Ed Aides (per hr)	<u>7.25</u>	<u>7.25</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>9.59</u>		Years in position <u>4</u>
Secretary (per hr)	<u>7.25</u>	<u>7.25</u>	Years in position
Maintenance Person (per hr)	<u>13.37</u>		Years in position <u>14</u>
Custodian (per hr)	<u>NA</u>		Years in position
Assistant Custodian (per hr)	<u>7.25</u>	<u>1.25</u>	
Head Cook (per hr)	<u>8.33</u>		Years in position <u>2</u>
Assistant Cooks (per hr)	<u>7.25</u>	<u>1.25</u>	
Dishwasher (per hr)	<u>NA</u>		
Bus Driver (per hr)	<u>10.00</u>	<u>10.52</u>	Years in position <u>20+</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position	
Librarian		Years in position	
Annual / Yearbook Advisor	<u>NA</u>	Extra duty	or Duties done during contracted day <input checked="" type="checkbox"/>
Newspaper Advisor		Extra duty	or Duties done during contracted day
School Plays	<u>1768.</u>		
Debate & Speech			
Cheerleader Advisor	<u>960.</u>		
Pep Club			
Concessions			
Ticket Sales (hours/event)		Per hour?	or Per event?
Senior Class Advisor			
Junior Class Advisor			
Band Director <u>PEP BAND</u>	<u>1248.</u>		
Choir Director			
Drill Team			
FFA			
FCCLA			
BPA			
Driver's Education		Years in position	
Athletic Director **	<u>1248.</u>	Extra duty	or Duties done during contracted day
Football, Head Coach		Years in position	
Football, Asst. Coach			
Volleyball, Head Coach			
Girls' Basketball, Head Coach	<u>1920.</u>	Years in position	<u>1</u>
Girls' Basketball, Asst. Coach	<u>1248.</u>		
Girls' Baseball Coach			
Boys' Basketball, Head Coach	<u>1920.</u>	Years in position	<u>1</u>
Boys' Basketball, Asst. Coach	<u>1248.</u>		
Boys' Baseball Coach		Years in position	
Basketball Elementary	<u>1672.</u>		
Wrestling, Head Coach		Years in position	
Wrestling, Asst. Coach			
Girls' Track, Head Coach <u>Comb.</u>	<u>11632.</u>	Years in position	
Girls' Track, Asst. Coach			
Boys' Track, Head Coach		Years in position	
Boys' Track, Asst. Coach			
Track, Elementary <u>JH</u>	<u>1248.</u>		
Girls' Softball, Head Coach		Years in position	
Soccer, Head Coach		Years in position	

* Percentage of base salary, please indicate that percentage ____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u> </u>	<u>7.80</u>
Title I Aides (per hr)	<u> </u>	<u>7.80</u>
Special Ed Aides (per hr)	<u> </u>	<u>7.80</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum		
School Clerk (per hr)	<u> </u>	<u>15.20</u>	Years in position	<u>21</u>
Secretary (per hr)	<u> </u>	<u>9.11</u>	Years in position	<u>2</u>
Maintenance Person (per hr)	<u> </u>	<u>13.61</u>	Years in position	<u>7</u>
Custodian (per hr)	<u> </u>	<u>9.56</u>	Years in position	<u>13</u>
Assistant Custodian (per hr)	<u> </u>	<u>8.38</u>		
Head Cook (per hr)	<u> </u>	<u>8.32</u>	Years in position	<u>2</u>
Assistant Cooks (per hr)	<u> </u>	<u>8.38</u>		
Dishwasher (per hr)	<u> </u>	<u>7.07</u>		
Bus Driver (per hr)	<u> </u>	<u>9.56</u>	Years in position	<u>1 to 10</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u> </u>	Years in position	<u> </u>
Librarian	<u> </u>	Years in position	<u> </u>
Annual / Yearbook Advisor	<u>700</u>	Extra duty <u> </u> or Duties done during contracted day	<u> </u>
Newspaper Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day	<u> </u>
School Plays	<u>400</u>		
Debate & Speech	<u>1802</u>		
Cheerleader Advisor	<u>1202</u>		
Pep Club	<u> </u>		
Concessions	<u>1500</u>		
Ticket Sales (hours/event)	<u>15</u>	Per hour? <u> </u> or Per event? <u>X</u>	
Senior Class Advisor	<u> </u>		
Junior Class Advisor	<u> </u>		
Band Director	<u>1381</u>		
Choir Director	<u> </u>		
Drill Team	<u>700</u>		
FFA	<u>1400</u>		
FCCLA	<u>1400</u>		
BPA	<u>1400</u>		
Driver's Education	<u>15/HR</u>	Years in position	<u>2</u>
Athletic Director **	<u>2002</u>	Extra duty <u> </u> or Duties done during contracted day	<u> </u>
Football, Head Coach	<u>1802</u>	Years in position	<u> </u>
Football, Asst. Coach	<u>1190</u>		
Volleyball, Head Coach	<u>2002</u>		
Girls' Basketball, Head Coach	<u>2002</u>	Years in position	<u> </u>
Girls' Basketball, Asst. Coach	<u>1320</u>		
Girls' Baseball Coach	<u> </u>		
Boys' Basketball, Head Coach	<u>2002</u>	Years in position	<u>3</u>
Boys' Basketball, Asst. Coach	<u>1320</u>		
Boys' Baseball Coach	<u> </u>	Years in position	<u> </u>
Basketball Elementary	<u>1154</u>		
Wrestling, Head Coach	<u> </u>	Years in position	<u> </u>
Wrestling, Asst. Coach	<u> </u>		
Girls' Track, Head Coach	<u>1802</u>	Years in position	<u>3</u>
Girls' Track, Asst. Coach	<u>1190</u>		
Boys' Track, Head Coach	<u>1802</u>	Years in position	<u>2</u>
Boys' Track, Asst. Coach	<u>1190</u>		
Track, Elementary	<u>519</u>		
Girls' Softball, Head Coach	<u> </u>	Years in position	<u> </u>
Soccer, Head Coach	<u> </u>	Years in position	<u> </u>

a percentage of base salary, please indicate that percentage %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Title I Aides (per hr)	8.97	9.22
Special Ed Aides (per hr)	9.18	9.93

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	12.25		Years in position <u>2.5</u>
Secretary (per hr)	9.95/7.73	10.45/8.23	Years in position <u>11/14</u>
Maintenance Person (per hr)	8.83	9.33	Years in position <u>11</u>
Custodian (per hr)			Years in position _____
Assistant Custodian (per hr)	7.79		
Head Cook (per hr)	10.80	11.05	Years in position <u>8</u>
Assistant Cooks (per hr)	7.57		
Dishwasher (per hr)	6.69		
Bus Driver (per hr)	12.89	13.14	Years in position <u>7/4</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position _____
Librarian	34,910	Years in position <u>12</u>
Annual / Yearbook Advisor	1,518	Extra duty <u>X</u> or Duties done during contracted day _____
Newspaper Advisor	1,518	Extra duty <u>X</u> or Duties done during contracted day _____
School Plays	976	
Debate & Speech	N/A	
Cheerleader Advisor	1,084	
Pep Club	976	
Concessions	1,735	
Ticket Sales (hours/event)	1,301	Per hour? _____ or Per event? <u>yearly</u>
Senior Class Advisor	100	
Junior Class Advisor	100	
Band Director	1,735	
Choir Director		
Drill Team	N/A	
FFA	N/A	
FCCLA	1,518	
BPA	N/A	
Driver's Education		Years in position _____
Athletic Director **	2,602	Extra duty <u>X</u> or Duties done during contracted day _____
Football, Head Coach	N/A	Years in position _____
Football, Asst. Coach	1,518	
Volleyball, Head Coach	2,385	
Girls' Basketball, Head Coach	2,168	Years in position <u>0</u>
Girls' Basketball, Asst. Coach	1,518	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	2,168	Years in position <u>0</u>
Boys' Basketball, Asst. Coach	1,843	
Boys' Baseball Coach	N/A	Years in position _____
Basketball Elementary	N/A	
Wrestling, Head Coach	N/A	Years in position _____
Wrestling, Asst. Coach	N/A	
Girls' Track, Head Coach	975	Years in position <u>0</u> (same as boys)
Girls' Track, Asst. Coach	651	"
Boys' Track, Head Coach	975	Years in position <u>0</u> (same as girls)
Boys' Track, Asst. Coach	651	"
Track, Elementary	1,804	
Girls' Softball, Head Coach	N/A	Years in position _____
Soccer, Head Coach	N/A	Years in position _____

* percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	<u>9.00</u>	<u>certified</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>11.90</u>	_____	Years in position <u>8</u>
Secretary (per hr)	<u>7.50</u>	_____	Years in position <u>1</u>
Maintenance Person (per hr)	<u>13.36</u>	_____	Years in position <u>15</u>
Custodian (per hr)	<u>9.75</u>	_____	Years in position <u>27</u>
Assistant Custodian (per hr)	<u>6.95</u>	_____	
Head Cook (per hr)	<u>7.00</u>	_____	Years in position _____
Assistant Cooks (per hr)	<u>6.45</u>	_____	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	<u>contracted</u>	<u>buses</u>	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	<u>718.90</u>	Extra duty <u>xx</u> or Duties done during contracted day <u>xx</u>
Newspaper Advisor	<u>718.90</u>	Extra duty <u>xx</u> or Duties done during contracted day <u>xx</u>
School Plays	_____	
Debate & Speech	_____	
Cheerleader Advisor	_____	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? ____ or Per event? ____
Senior Class Advisor	_____	
Junior Class Advisor	<u>1237.80</u>	
Band Director /Chorus	<u>1753.55</u>	
Choir Director	_____	
Drill Team	_____	
FFA	<u>1262.80</u>	
FCCLA	_____	
BPA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	<u>1134.65</u>	Extra duty <u>xx</u> or Duties done during contracted day <u>xx</u>
Football, Head Coach	<u>1953.55</u>	Years in position <u>13</u>
Football, Asst. Coach	<u>928.35</u>	
Volleyball, Head Coach	<u>1953.55</u>	
Girls' Basketball, Head Coach	<u>1959.85</u>	Years in position _____
Girls' Basketball, Asst. Coach	<u>1134.65</u>	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>1959.85</u>	Years in position _____
Boys' Basketball, Asst. Coach	<u>1134.65</u>	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary JH	<u>1134.65</u>	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	<u>1134.65</u>	Years in position _____
Girls' Track, Asst. Coach	<u>618.90</u>	
Boys' Track, Head Coach	<u>1134.65</u>	Years in position <u>2</u>
Boys' Track, Asst. Coach	<u>618.90</u>	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

a percentage of base salary, please indicate that percentage .055 %.

BEST COPY AVAILABLE

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>\$ 6.60</u>	<u>\$ 7.60</u>
Title I Aides (per hr)	<u>—</u>	<u>—</u>
Special Ed Aides (per hr)	<u>\$ 7.00</u>	<u>\$ 8.00</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>—</u>	<u>14.65</u>	Years in position <u>—</u>
Secretary (per hr)	<u>10.53</u>	<u>11.90</u>	Years in position <u>—</u>
Maintenance Person (per hr)	<u>12.00</u>	<u>13.90</u>	Years in position <u>—</u>
Custodian (per hr)	<u>6.60</u>	<u>8.60</u>	Years in position <u>—</u>
Assistant Custodian (per hr)	<u>—</u>	<u>—</u>	
Head Cook (per hr)	<u>—</u>	<u>10.12</u>	Years in position <u>—</u>
Assistant Cooks (per hr)	<u>6.60</u>	<u>7.80</u>	
Dishwasher (per hr)	<u>—</u>	<u>—</u>	
Bus Driver (per hr)	<u>9.80</u>	<u>13.00</u>	Years in position <u>—</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>NA</u>	Years in position <u>—</u>	
Librarian	<u>—</u>	Years in position <u>—</u>	<u>HAVE A CERTIFIED TEACHER</u>
Annual / Yearbook Advisor	<u>1300</u>	Extra duty <u>—</u> or Duties done during contracted day <u>—</u>	
Newspaper Advisor	<u>—</u>	Extra duty <u>—</u> or Duties done during contracted day <u>—</u>	
School Plays	<u>400</u>		
Debate & Speech	<u>1000</u>		
Cheerleader Advisor	<u>1300</u>		
Pep Club	<u>—</u>		<u>Part of Cheerleader Advisor duties</u>
Concessions	<u>1200</u>		
Ticket Sales (hours/event)	<u>—</u>	Per hour? <u>—</u> or Per event? <u>Volunteer Parents</u>	
Senior Class Advisor	<u>—</u>		
Junior Class Advisor	<u>150</u>		
Band Director	<u>—</u>		
Choir Director	<u>—</u>		
Drill Team	<u>—</u>		
FFA	<u>2000</u>		
FCCLA	<u>—</u>		
BPA	<u>—</u>		
Driver's Education	<u>\$ 15/hr</u>	Years in position <u>2</u>	
Athletic Director **	<u>—</u>	Extra duty <u>—</u> or Duties done during contracted day <u>✓ By HS Principal</u>	
Football, Head Coach	<u>2000</u>	Years in position <u>—</u>	
Football, Asst. Coach	<u>1400</u>		
Volleyball, Head Coach	<u>2000</u>		
Girls' Basketball, Head Coach	<u>2000</u>	Years in position <u>—</u>	
Girls' Basketball, Asst. Coach	<u>1400</u>		
Girls' Baseball Coach	<u>—</u>		
Boys' Basketball, Head Coach	<u>2000</u>	Years in position <u>—</u>	
Boys' Basketball, Asst. Coach	<u>1400</u>		
Boys' Baseball Coach	<u>—</u>	Years in position <u>—</u>	
Basketball Elementary	<u>1400</u>		
Wrestling, Head Coach	<u>—</u>	Years in position <u>—</u>	
Wrestling, Asst. Coach	<u>—</u>		
Girls' Track, Head Coach	<u>1700</u>	Years in position <u>—</u>	
Girls' Track, Asst. Coach	<u>—</u>		
Boys' Track, Head Coach	<u>1700</u>	Years in position <u>—</u>	
Boys' Track, Asst. Coach	<u>—</u>		
Track, Elementary	<u>1000</u>		
Girls' Softball, Head Coach	<u>—</u>	Years in position <u>—</u>	
Soccer, Head Coach	<u>—</u>	Years in position <u>—</u>	

* Percentage of base salary, please indicate that percentage NA %.

School _____

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	<u>9.12</u>
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	_____

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	<u>13.65</u>	Years in position <u>19</u>
Secretary (per hr)	_____	<u>8.77</u>	Years in position <u>7</u>
Maintenance Person (per hr)	_____	<u>10.51</u>	Years in position <u>6</u>
Custodian (per hr)	_____	_____	Years in position _____
Assistant Custodian (per hr)	_____	<u>7.00</u>	
Head Cook (per hr)	<u>8.51</u>	<u>11.13</u>	Years in position <u>17</u>
Assistant Cooks (per hr)	_____	<u>9.01</u>	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	_____	<u>7.75</u>	Years in position <u>all drivers</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>4750</u>	Years in position <u>6</u>
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty ____ or Duties done during contracted day ____
Newspaper Advisor	_____	Extra duty ____ or Duties done during contracted day ____
School Plays	<u>558</u>	
Debate & Speech	<u>2232</u>	
Cheerleader Advisor	<u>516</u>	
Pep Club	<u>516</u>	
Concessions	_____	
Ticket Sales (hours/event)	_____	Per hour? ____ or Per event? ____
Senior Class Advisor	_____	
Junior Class Advisor	<u>372</u>	
Band Director	<u>1302</u>	
Choir Director	_____	
Drill Team	<u>516</u>	
FFA	_____	
FCCLA	_____	
BPA	_____	
Driver's Education after school	<u>\$13/hr</u>	Years in position <u>22</u>
Athletic Director **	<u>3162</u>	Extra duty ____ or Duties done during contracted day <u>XX</u>
Football, Head Coach	<u>2232</u>	Years in position _____
Football, Asst. Coach	<u>1116</u>	
Volleyball, Head Coach	<u>2604</u>	
Girls' Basketball, Head Coach	<u>2604</u>	Years in position _____
Girls' Basketball, Asst. Coach	<u>1302</u>	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>2604</u>	Years in position <u>4</u>
Boys' Basketball, Asst. Coach	<u>1302</u>	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	<u>600</u>	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Boys/Girls' Track, Head Coach	<u>2232</u>	Years in position _____
Boys/Girls' Track, Asst. Coach	<u>1116</u>	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	<u>1116</u>	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

a percentage of base salary, please indicate that percentage _____ %.

School _____

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)


	Minimum	Maximum
Instructional Aides (per hr)	<u>5.69</u>	<u>7.57</u> + 1% longevity on base after 17 yrs
Title I Aides (per hr)	<u>n/a</u>	<u>n/a</u>
Special Ed Aides (per hr)	<u>5.69</u>	<u>7.57</u> + 1% longevity on base after 17 yrs

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	% longevity on base after 17 yrs
School Clerk (per hr)	<u>11.64</u>	<u>15.49</u>	Years in position <u>21</u>
Secretary (per hr)			Years in position _____
Maintenance Person (per hr)	<u>11.64</u>	<u>15.49</u>	Years in position <u>18</u>
Custodian (per hr)			Years in position _____
Assistant Custodian (per hr)	<u>5.69</u>	<u>7.57</u>	+ 1% longevity
Head Cook (per hr)	<u>8.67</u>	<u>11.53</u>	+ 1% Years in position <u>16</u>
Assistant Cooks (per hr)	<u>5.69</u>	<u>7.57</u>	+ 1%
Dishwasher (per hr)			
Bus Driver (per hr) (Contracted)			Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position _____
Librarian		Years in position _____
Annual / Yearbook Advisor	<u>649-</u>	Extra duty _____ or Duties done during contracted day <u>X</u>
Newspaper Advisor		Extra duty _____ or Duties done during contracted day _____
School Plays		
Debate & Speech		
Cheerleader Advisor	<u>965-</u>	
Pep Club		
Concessions	<u>1039-</u>	
Ticket Sales (hours/event)	<u>\$ 25.00</u>	Per hour? _____ or Per event? <u>X</u>
Senior Class Advisor		
Junior Class Advisor		
Band Director - <u>Pep Band</u>	<u>965-</u>	
Choir Director		
Drill Team	<u>649-</u>	
FFA		
FCCLA		
BPA	<u>593-</u>	
Driver's Education		Years in position _____
Athletic Director **	<u>675-</u>	Extra duty <u>X</u> or Duties done during contracted day _____
Football, Head Coach		Years in position _____
Football, Asst. Coach		
Volleyball, Head Coach		
Girls' Basketball, Head Coach	<u>1662-</u>	Years in position <u>1</u>
Girls' Basketball, Asst. Coach	<u>1076-</u>	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	<u>2060-</u>	Years in position <u>57</u>
Boys' Basketball, Asst. Coach	<u>965-</u>	
Boys' Baseball Coach		Years in position _____
Basketball Elementary	<u>649-</u>	
Wrestling, Head Coach		Years in position _____
Wrestling, Asst. Coach		
Girls' Track, Head Coach	<u>1234-</u>	Years in position <u>3</u>
Girls' Track, Asst. Coach	<u>928-</u>	
Boys' Track, Head Coach	<u>1234-</u>	Years in position <u>3</u>
Boys' Track, Asst. Coach	<u>928-</u>	
Track, Elementary		
Girls' Softball, Head Coach		Years in position _____
Soccer, Head Coach		Years in position _____

*  Percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	—	—
Title I Aides (per hr)	<u>\$8.50</u>	<u>9.50</u>
Special Ed Aides (per hr)	<u>\$8.50</u>	<u>9.50</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	—	<u>\$13.30</u>	Years in position <u>21</u>
Secretary (per hr)	<u>7.50</u>	<u>8.50</u>	Years in position <u>1</u>
Maintenance Person (per hr)	—	—	Years in position <u>—</u>
Custodian (per hr)	<u>7.50</u>	<u>10.00</u>	Years in position <u>3</u>
Assistant Custodian (per hr)	<u>7.50</u>	<u>8.50</u>	
Head Cook (per hr)	—	<u>11.31</u>	Years in position <u>14</u>
Assistant Cooks (per hr)	—	<u>8.06</u>	
Dishwasher (per hr)	—	—	
Bus Driver (per hr)	—	<u>14.05</u>	Years in position <u>15</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>3000</u>	Years in position <u>10</u>
Librarian	—	Years in position <u>3</u>
Annual / Yearbook Advisor	—	Extra duty <u>—</u> or Duties done during contracted day <u>—</u>
Newspaper Advisor	—	Extra duty <u>—</u> or Duties done during contracted day <u>—</u>
School Plays	—	
Debate & Speech	<u>1221</u>	
Cheerleader Advisor	—	
Pep Club	—	
Concessions	—	
Ticket Sales (hours/event)	<u>5.00</u>	Per hour? <u>—</u> or Per event? <u>X</u>
Senior Class Advisor	—	
Junior Class Advisor	—	
Band Director	—	
Choir Director	—	
Drill Team	—	
FFA	—	
FCCLA	—	
BPA	—	
Driver's Education	—	Years in position <u>—</u>
Athletic Director **	<u>\$3000</u>	Extra duty <u>—</u> or Duties done during contracted day <u>X</u>
Football, Head Coach	—	Years in position <u>—</u>
Football, Asst. Coach	—	
Volleyball, Head Coach	<u>\$2519</u>	
Girls' Basketball, Head Coach	<u>\$2519</u>	Years in position <u>2</u>
Girls' Basketball, Asst. Coach	<u>814</u>	
Girls' Baseball Coach	—	
Boys' Basketball, Head Coach	<u>\$2519</u>	Years in position <u>13</u>
Boys' Basketball, Asst. Coach	<u>814</u>	
Boys' Baseball Coach	—	Years in position <u>—</u>
Basketball Elementary	<u>1163</u>	
Wrestling, Head Coach	—	Years in position <u>—</u>
Wrestling, Asst. Coach	—	
Girls' Track, Head Coach	<u>1550</u>	Years in position <u>3</u>
Girls' Track, Asst. Coach	<u>678</u>	
Boys' Track, Head Coach	<u>1830</u>	Years in position <u>2</u>
Boys' Track, Asst. Coach	<u>678</u>	
Track, Elementary	<u>678</u>	
Girls' Softball, Head Coach	—	Years in position <u>—</u>
Soccer, Head Coach	—	Years in position <u>—</u>

a percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>NA</u>	<u> </u>
Title I Aides (per hr)	<u>NA</u>	<u> </u>
Special Ed Aides (per hr)	<u>NA</u>	<u> </u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>12.23</u>	<u> </u>	Years in position <u>18</u>
Secretary (per hr)	<u>6.50</u>	<u> </u>	Years in position <u>3 mo</u>
Maintenance Person (per hr)	<u> </u>	<u> </u>	Years in position <u> </u>
Custodian (per hr)	<u>10.45</u>	<u> </u>	Years in position <u> </u>
Assistant Custodian (per hr)	<u>9.82</u>	<u> </u>	
Head Cook (per hr)	<u>8.79</u>	<u> </u>	Years in position <u> </u>
Assistant Cooks (per hr)	<u>9.82</u>	<u> </u>	
Dishwasher (per hr)	<u>NA</u>	<u> </u>	
Bus Driver (per hr)	<u>NA</u>	<u> </u>	Years in position <u> </u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>NA</u>	Years in position <u> </u>
Librarian	<u>3100</u>	Years in position <u>1</u>
Annual / Yearbook Advisor	<u>304.80</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day <u> </u>
Newspaper Advisor	<u>NA</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
School Plays	<u>259.20</u>	Duties done during contr day <input checked="" type="checkbox"/>
Debate & Speech	<u>NA</u>	
Cheerleader Advisor	<u>489.60 / Season</u>	
Pep Club	<u>NA</u>	
Concessions	<u>NA</u>	
Ticket Sales (hours/event)	<u>7.50-15</u>	Per hour? <u> </u> or Per event? <input checked="" type="checkbox"/>
Senior Class Advisor	<u>211.20</u>	
Junior Class Advisor	<u>211.20</u>	
Band Director - Pep Bands	<u>1190.40</u>	
Choir Director	<u>NA</u>	
Drill Team	<u>NA</u>	
FFA	<u>NA</u>	
FCCLA	<u>NA</u>	
BPA	<u>NA</u>	
Driver's Education	<u>1500</u>	Years in position <u>4</u>
Athletic Director ** 5.1%	<u>979.20</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day <u> </u>
Football, Head Coach	<u>1900.80</u>	Years in position <u> </u>
Football, Asst. Coach	<u>1190.40</u>	
Volleyball, Head Coach	<u>1900.80</u>	VB Asst 1190.40
Girls' Basketball, Head Coach	<u>1900.80</u>	Years in position <u> </u>
Girls' Basketball, Asst. Coach	<u>1190.40</u>	
Girls' Baseball Coach	<u>NA</u>	
Boys' Basketball, Head Coach	<u>1900.80</u>	Years in position <u> </u>
Boys' Basketball, Asst. Coach	<u>1190.40</u>	
Boys' Baseball Coach	<u>NA</u>	Years in position <u> </u>
Basketball Elementary	<u>412.80</u>	
Wrestling, Head Coach	<u>NA</u>	Years in position <u> </u>
Wrestling, Asst. Coach	<u>NA</u>	
Girls' Track, Head Coach	<u>1440.00</u>	Years in position <u> </u>
Girls' Track, Asst. Coach	<u>892.80</u>	
Boys' Track, Head Coach	<u>1440.00</u>	Years in position <u> </u>
Boys' Track, Asst. Coach	<u>892.80</u>	
Track, Elementary	<u>211.20</u>	
Girls' Softball, Head Coach	<u>NA</u>	Years in position <u> </u>
Soccer, Head Coach	<u>NA</u>	Years in position <u> </u>

* percentage of base salary, please indicate that percentage 5.1 %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.00</u>	<u> </u>
Title I Aides (per hr)	<u>6.00</u>	<u> </u>
Special Ed Aides (per hr)	<u> </u>	<u> </u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>9.90</u>	<u> </u>	Years in position <u>2</u>
Secretary (per hr)	<u>5.75</u>	<u> </u>	Years in position <u>2</u>
Maintenance Person (per hr)	<u>11.50</u>	<u> </u>	Years in position <u>3</u>
Custodian (per hr)	<u> </u>	<u> </u>	Years in position <u> </u>
Assistant Custodian (per hr)	<u>6.00</u>	<u> </u>	
Head Cook (per hr)	<u>10.00</u>	<u> </u>	Years in position <u>10</u>
Assistant Cooks (per hr)	<u>5.75</u>	<u> </u>	
Dishwasher (per hr)	<u> </u>	<u> </u>	
Bus Driver (per hr)	<u>12.50</u>	<u> </u>	Years in position <u>10</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u> </u>	Years in position <u> </u>
Librarian	<u> </u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
Newspaper Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
School Plays	<u> </u>	
Debate & Speech	<u> </u>	
Cheerleader Advisor	<u> </u>	
Pep Club	<u> </u>	
Concessions	<u> </u>	
Ticket Sales (hours/event)	<u> </u>	Per hour? <u> </u> or Per event? <u> </u>
Senior Class Advisor	<u> </u>	
Junior Class Advisor	<u> </u>	
Band Director	<u> </u>	
Choir Director	<u> </u>	
Drill Team	<u> </u>	
FFA	<u> </u>	
FCCLA	<u> </u>	
BPA	<u> </u>	
Driver's Education	<u>20 per hr</u>	Years in position <u>1</u>
Athletic Director **	<u>1400</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
Football, Head Coach	<u>2100</u>	Years in position <u> </u>
Football, Asst. Coach	<u> </u>	
Volleyball, Head Coach	<u>2100</u>	
Girls' Basketball, Head Coach	<u>2100</u>	Years in position <u>1</u>
Girls' Basketball, Asst. Coach	<u> </u>	
Girls' Baseball Coach	<u> </u>	
Boys' Basketball, Head Coach	<u>2100</u>	Years in position <u>1</u>
Boys' Basketball, Asst. Coach	<u> </u>	
Boys' Baseball Coach	<u> </u>	Years in position <u> </u>
Basketball Elementary	<u> </u>	
Wrestling, Head Coach	<u> </u>	Years in position <u> </u>
Wrestling, Asst. Coach	<u> </u>	
Girls' Track, Head Coach	<u> </u>	Years in position <u> </u>
Girls' Track, Asst. Coach	<u> </u>	
Boys' Track, Head Coach	<u> </u>	Years in position <u> </u>
Boys' Track, Asst. Coach	<u> </u>	
Track, Elementary	<u> </u>	
Girls' Softball, Head Coach	<u> </u>	Years in position <u> </u>
Soccer, Head Coach	<u> </u>	Years in position <u> </u>

a percentage of base salary, please indicate that percentage %.

~~State~~ School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	_____

the same person fills all
of these positions
her wage at the present
time is \$9.10 per hour

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum
School Clerk (per hr) <i>starting wage</i>	<u>7.50</u>	<u>presently 8.80</u>
Secretary (per hr) <i>starting wage</i>	<u>6.25</u>	<u>presently 7.50</u>
Maintenance Person (per hr) <i>starting wage</i>	<u>10.00</u>	_____
Custodian (per hr)	_____	_____
Assistant Custodian (per hr)	<u>7.50</u>	_____
Head Cook (per hr)	<u>7.50</u>	_____
Assistant Cooks (per hr)	<u>6.25</u>	<u>6.50</u>
Dishwasher (per hr) <i>some</i>	_____	_____
Bus Driver (per hr)	<u>7.75</u>	<u>8.80</u>

Years in position 2nd
Years in position 1st
Years in position 1st makes 11.05 ~~per hr~~
Years in position _____
Years in position 2 7.75 presently
present wage 2nd year in job.
Years in position 10 years in job
8.00 3 years in job

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	N/A	Years in position _____
Librarian	N/A	Years in position _____
Annual / Yearbook Advisor	<u>7.65</u>	Extra duty <u>X</u> or Duties done during contracted day _____ <u>plus 25</u>
Newspaper Advisor	N/A	Extra duty _____ or Duties done during contracted day _____ <u>per year exp.</u>
School Plays	N/A	
Debate & Speech	N/A	
Cheerleader Advisor	<u>500</u>	<u>500</u> Not always <u>add</u>
Pep Club	<u>500</u>	<u>500</u> each for 2 advisors <u>per year</u>
Concessions	<u>250</u>	Per hour? _____ or Per event? <u>10.00</u>
Ticket Sales (hours/event)	_____	
Senior Class Advisor	No pay	assigned
Junior Class Advisor	No pay	
Band Director	N/A	
Choir Director	No extra pay	contracted
Drill Team	N/A	
FFA	N/A	
FCCLA	N/A	
BPA	Not functioning at this time	
Driver's Education	<u>18 per hour</u>	Years in position <u>15 yrs</u> for actual Driving instruction
Athletic Director **	<u>2500</u>	Extra duty _____ or Duties done during contracted day _____
Football, Head Coach	<u>2100</u>	Years in position <u>26</u> <u>plus 25 per year for experience after 1st year.</u>
Football, Asst. Coach	<u>1100</u>	<u>25</u> <u>11 years</u>
Volleyball, Head Coach	<u>2050</u>	Years in position <u>1st</u> <u>plus 25 per year for experience after 1st year</u>
Girls' Basketball, Head Coach	<u>2000</u>	
Girls' Basketball, Asst. Coach	<u>1250</u>	
Girls' Baseball Coach	N/A	
Boys' Basketball, Head Coach	<u>2000</u>	Years in position <u>3rd</u>
Boys' Basketball, Asst. Coach	<u>1300</u>	
Boys' Baseball Coach	N/A	
Basketball Elementary JR High	<u>500</u>	Boys JR High girls <u>500 plus 10 per year for experience after 1st year</u>
Wrestling, Head Coach	N/A	
Wrestling, Asst. Coach	N/A	
Girls' Track, Head Coach	_____	Years in position <u>17</u> <u>1700 High School Boys & Girls</u>
Girls' Track, Asst. Coach	_____	<u>Track combined plus 25 per year experience.</u>
Boys' Track, Head Coach	_____	Years in position <u>17</u>
Boys' Track, Asst. Coach	_____	
Jr High Track, Elementary	<u>375.00</u>	Jr High Girls & Boys Track combined plus 10 per year for experience
Girls' Softball, Head Coach	N/A	
Soccer, Head Coach	N/A	

a percentage of base salary, please indicate that percentage _____ %.

LIMA PUBLIC SCHOOLS

SCHOOL DISTRICT NO. 12

P.O. Box 186

LIMA, MT 59739

Phone # (406) 276-3571

Fax # (406) 276-3495

To Whom It May Concern:

All coaching positions are paid an experience factor. Head coaches are paid \$25 per year in addition to the base pay, this went into effect 1997 from that time forward (their years prior to that time don't count). Assistant coaches get \$15 per year for experience, Jr. High coaches get \$10 per year for experience effective at the same time. The Athletic Director, Pep Club Advisor, Concessions advisor, and Yearbook Advisor all get \$25 per year for their experience starting after the first year. I answered the questions as best as possible, I wasn't sure what you wanted in some places as the questions were not real clear. If I can be of further help feel free to call.

Sincerely,



Jean Huntsman
District Clerk

RECEIVED

DEC 05 2002

W.M.C.
PLACEMENT OFFICE

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.88</u>	<u>8.41</u>
Title I Aides (per hr)	<u>-</u>	<u>-</u>
Special Ed Aides (per hr)	<u>6.88</u>	<u>8.41</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>11.46</u>	<u>14.07</u>	Years in position <u>22</u>
Secretary (per hr)	<u>7.64</u>	<u>9.99</u>	Years in position <u>14</u>
Maintenance Person (per hr)	<u>-</u>	<u>-</u>	Years in position <u>-</u>
Custodian (per hr)	<u>8.92</u>	<u>10.95</u>	Years in position <u>4</u>
Assistant Custodian (per hr)	<u>-</u>	<u>-</u>	
Head Cook (per hr)	<u>8.15</u>	<u>10.70</u>	Years in position <u>8</u>
Assistant Cooks (per hr)	<u>7.13</u>	<u>8.66</u>	
Dishwasher (per hr)	<u>6.22</u>	<u>7.79</u>	
Bus Driver (per hr)	<u>10</u>	<u>13</u>	Years in position <u>-</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>-</u>	Years in position <u>-</u>
Librarian <i>teacher salary</i>	<u>-</u>	Years in position <u>4</u>
Annual / Yearbook Advisor	<u>-</u>	Extra duty <u>-</u> or Duties done during contracted day <u>-</u>
Newspaper Advisor	<u>-</u>	Extra duty <u>-</u> or Duties done during contracted day <u>-</u>
School Plays	<u>3.30 per play</u>	
Debate & Speech	<u>-</u>	
Cheerleader Advisor	<u>8.15 per season</u>	
Pep Club	<u>-</u>	
Concessions	<u>-</u>	
Ticket Sales (hours/event)	<u>\$10</u>	Per hour? <u>0</u> or Per event? <u>game</u> ✓
Senior Class Advisor	<u>-</u>	
Junior Class Advisor	<u>-</u>	
Band Director	<u>-</u>	
Choir Director	<u>-</u>	
Drill Team	<u>-</u>	
FFA	<u>-</u>	
FCCLA	<u>-</u>	
BPA	<u>-</u>	
Driver's Education	<u>8/4/yr</u>	Years in position <u>3</u>
Athletic Director **	<u>2639</u>	Extra duty <u>8</u> or Duties done during contracted day <u>X</u>
Football, Head Coach	<u>-</u>	Years in position <u>-</u>
Football, Asst. Coach	<u>-</u>	
Volleyball, Head Coach	<u>2025</u>	
Girls' Basketball, Head Coach	<u>2601</u>	Years in position <u>-</u>
Girls' Basketball, Asst. Coach	<u>1297</u>	<u>JV</u>
Girls' Baseball Coach	<u>-</u>	
Boys' Basketball, Head Coach	<u>2601</u>	Years in position <u>-</u>
Boys' Basketball, Asst. Coach	<u>1297</u>	<u>JV</u>
Boys' Baseball Coach	<u>-</u>	Years in position <u>-</u>
Basketball Elementary	<u>694</u>	
Wrestling, Head Coach	<u>-</u>	Years in position <u>-</u>
Wrestling, Asst. Coach	<u>-</u>	
Girls' Track, Head Coach	<u>1838</u>	Years in position <u>-</u>
Girls' Track, Asst. Coach	<u>1022</u>	
Boys' Track, Head Coach	<u>1838</u>	Years in position <u>-</u>
Boys' Track, Asst. Coach	<u>1022</u>	
Track, Elementary	<u>694</u>	
Girls' Softball, Head Coach	<u>-</u>	Years in position <u>-</u>
Soccer, Head Coach	<u>-</u>	Years in position <u>-</u>

Combined

percentage of base salary, please indicate that percentage - %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>7.50</u>	
Title I Aides (per hr)	<u>7.50</u>	
Special Ed Aides (per hr)	<u>7.50</u>	

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		<u>15.66</u>	Years in position <u>11</u>
Secretary (per hr)		<u>11.00</u>	Years in position <u>12</u>
Maintenance Person (per hr)		<u>13.50</u>	Years in position <u>21</u>
Custodian (per hr)		<u>9.45</u>	Years in position <u>9</u>
Assistant Custodian (per hr)		<u>8.75</u>	
Head Cook (per hr)		<u>10.66</u>	Years in position <u>15</u>
Assistant Cooks (per hr)		<u>10.00</u>	
Dishwasher (per hr)			
Bus Driver (per hr)	<u>7.00</u>	<u>13.80</u>	Years in position <u>10</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position	
Librarian		Years in position	
Annual / Yearbook Advisor	<u>990</u>	Extra duty	or Duties done during contracted day
Newspaper Advisor	<u>770</u>	Extra duty	or Duties done during contracted day
School Plays	<u>467</u>		
Debate & Speech	<u>2000/1500</u>		
Cheerleader Advisor	<u>160 - season</u>		
Pep Club			
Concessions	<u>300 - season</u>		
Ticket Sales (hours/event)	<u>6.50</u>	Per hour?	or Per event?
Senior Class Advisor			
Junior Class Advisor	<u>330</u>		
Band Director	<u>2860</u>		
Choir Director			
Drill Team			
FFA	<u>275</u>		
FCCLA			
BPA			
Driver's Education	<u>15.00</u>	Years in position	
Athletic Director **	<u>2300</u>	Extra duty	or Duties done during contracted day
Football, Head Coach	<u>7310</u>	Years in position	<u>1</u>
Football, Asst. Coach	<u>1570</u>		
Volleyball, Head Coach	<u>2310</u>		
Girls' Basketball, Head Coach	<u>7310</u>	Years in position	<u>1</u>
Girls' Basketball, Asst. Coach	<u>1570</u>		
Girls' Baseball Coach	<u>2220</u>		
Boys' Basketball, Head Coach	<u>1570</u>	Years in position	<u>4</u>
Boys' Basketball, Asst. Coach	<u>1570</u>		
Boys' Baseball Coach		Years in position	
Basketball Elementary	<u>737</u>		
Wrestling, Head Coach		Years in position	
Wrestling, Asst. Coach			
Girls' Track, Head Coach	<u>1760</u>	Years in position	<u>2</u>
Girls' Track, Asst. Coach	<u>1100</u>		
Boys' Track, Head Coach		Years in position	
Boys' Track, Asst. Coach			
Track, Elementary			
Girls' Softball, Head Coach		Years in position	
Soccer, Head Coach		Years in position	

a percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>0</u>	<u> </u>
Title I Aides (per hr)	<u>0</u>	<u> </u>
Special Ed Aides (per hr)	<u>7.00</u>	<u>7.90</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>12.26</u>	<u> </u>	Years in position <u>23</u>
Secretary (per hr)	<u>8.50</u>	<u> </u>	Years in position <u>1</u>
Maintenance Person (per hr)	<u>11.31</u>	<u> </u>	Years in position <u>6</u>
Custodian (per hr)	<u> </u>	<u> </u>	Years in position <u> </u>
Assistant Custodian (per hr)	<u>7.35</u>	<u> </u>	
Head Cook (per hr)	<u>8.96</u>	<u> </u>	Years in position <u>19</u>
Assistant Cooks (per hr)	<u>7.74</u>	<u> </u>	
Dishwasher (per hr)	<u>6.87</u>	<u> </u>	
Bus Driver (per hr)	<u>14.46</u>	<u>15.60</u>	Years in position <u> </u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>—</u>	Years in position <u> </u>
Librarian	<u>—</u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u>955.00</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
Newspaper Advisor	<u>334</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
School Plays	<u>64</u>	
Debate & Speech	<u>636.00</u>	
Cheerleader Advisor	<u>334</u>	
Pep Club	<u>—</u>	
Concessions	<u>—</u>	
Ticket Sales (hours/event)	<u>—</u>	Per hour? <u> </u> or Per event? <u> </u>
Senior Class Advisor	<u>—</u>	
Junior Class Advisor	<u>—</u>	
Band Director	<u>combined 1910</u>	
Choir Director	<u>—</u>	
Drill Team	<u>—</u>	
FFA	<u>621.00</u>	
CCCLA	<u>621.00</u>	
BPA	<u>621.00</u>	
Driver's Education	<u>13.00 per hr</u>	Years in position <u>14</u>
Athletic Director **	<u>2292.00</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
Football, Head Coach	<u>NA</u>	Years in position <u>—</u>
Football, Asst. Coach	<u>NA</u>	
Volleyball, Head Coach	<u>NA</u>	
Girls' Basketball, Head Coach	<u>2101.00</u>	Years in position <u>3</u>
Girls' Basketball, Asst. Coach	<u>1098.00</u>	
Girls' Baseball Coach	<u>—</u>	
Boys' Basketball, Head Coach	<u>2101.00</u>	Years in position <u>2</u>
Boys' Basketball, Asst. Coach	<u>1098.00</u>	
Boys' Baseball Coach	<u>NA</u>	Years in position <u> </u>
Basketball Elementary	<u>287.00</u>	
Wrestling, Head Coach	<u>—</u>	Years in position <u>—</u>
Wrestling, Asst. Coach	<u>—</u>	
Girls' Track, Head Coach	<u>combined 1910.00</u>	Years in position <u>5</u>
Girls' Track, Asst. Coach	<u>1018.00</u>	
Boys' Track, Head Coach	<u>—</u>	Years in position <u>5</u>
Boys' Track, Asst. Coach	<u>—</u>	
Track, Elementary	<u>NA</u>	
Girls' Softball, Head Coach	<u>NA</u>	Years in position <u>—</u>
Soccer, Head Coach	<u>NA</u>	Years in position <u>—</u>

* percentage of base salary, please indicate that percentage %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.25</u>	<u>7.30</u>
Title I Aides (per hr)	<u>6.25</u>	<u>7.30</u>
Special Ed Aides (per hr)	<u>6.25</u>	<u>7.30</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		<u>12.71</u>	Years in position <u>13</u>
Secretary (per hr)		<u>9.22</u>	Years in position <u>6</u>
Maintenance Person (per hr)		<u>12.44</u>	Years in position <u>11</u>
Custodian (per hr)		<u>8.19</u>	Years in position <u>7</u>
Assistant Custodian (per hr)			
Head Cook (per hr)		<u>8.53</u>	Years in position <u>2</u>
Assistant Cooks (per hr)		<u>6.25</u>	
Dishwasher (per hr)			
Bus Driver (per hr)	<u>10.91</u>	<u>11.33</u>	Years in position <u>20</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position	
Librarian		Years in position	
Annual / Yearbook Advisor	<u>585</u>	Extra duty	or Duties done during contracted day
Newspaper Advisor	<u>732</u>	Extra duty	or Duties done during contracted day
School Plays	<u>567</u>		
Debate & Speech			
Cheerleader Advisor	<u>979</u>		
Pep Club			
Concessions	<u>915</u>		
Ticket Sales (hours/event)	<u>5.25</u>	Per hour? <input checked="" type="checkbox"/> or Per event? <input type="checkbox"/>	
Senior Class Advisor	<u>60</u>		
Junior Class Advisor	<u>412</u>		
Band Director		} 1472 Ensembles	
Choir Director			
Drill Team			
FFA			
FCCLA	<u>732</u>		
BPA			
Driver's Education	<u>1300</u>	Years in position	<u>5</u>
Athletic Director **	<u>2500</u>	Extra duty	K or Duties done during contracted day
Football, Head Coach		Years in position	
Football, Asst. Coach			
Volleyball, Head Coach	<u>1492</u>		
Girls' Basketball, Head Coach	<u>1900</u>	Years in position	<u>5</u>
Girls' Basketball, Asst. Coach	<u>1139</u>		
Girls' Baseball Coach			
Boys' Basketball, Head Coach	<u>1900</u>	Years in position	<u>15</u>
Boys' Basketball, Asst. Coach	<u>1139</u>		
Boys' Baseball Coach		Years in position	
Basketball Elementary	<u>484</u>		
Wrestling, Head Coach		Years in position	
Wrestling, Asst. Coach			
Girls' Track, Head Coach	<u>1085</u>	Years in position	<u>20</u>
Girls' Track, Asst. Coach			
Boys' Track, Head Coach	<u>1085</u>	Years in position	<u>20</u>
Boys' Track, Asst. Coach			
Track, Elementary	<u>542</u>		
Girls' Softball, Head Coach		Years in position	
Soccer, Head Coach		Years in position	

a percentage of base salary, please indicate that percentage _____ %.

School _____

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>6.26</u>	<u>10.76</u>
Title I Aides (per hr)	<u>1</u>	<u>1</u>
Special Ed Aides (per hr)	<u>1</u>	<u>1</u>

Certified
 7.87 - 12³⁷
 1

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>11.77</u>		Years in position <u>4 1/2</u>
Secretary (per hr)	<u>6.78</u>	<u>11.28</u>	Years in position <u>20</u>
Maintenance Person (per hr)	<u>11.76</u>	<u>16.26</u>	Years in position <u>20</u>
Custodian (per hr)	<u>6.26</u>	<u>10.76</u>	Years in position <u>20</u>
Assistant Custodian (per hr)			
Head Cook (per hr)	<u>7.31</u>	<u>11.81</u>	Years in position <u>20</u>
Assistant Cooks (per hr)	<u>5.73</u>	<u>10.23</u>	
Dishwasher (per hr)			
Bus Driver (per hr)	<u>15.36</u>		Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher		Years in position _____
Librarian		Years in position _____
Annual / Yearbook Advisor	<u>3.90</u>	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	<u>2.54</u>	Extra duty _____ or Duties done during contracted day _____
School Plays	<u>3.90</u>	
Debate & Speech		
Cheerleader Advisor	<u>6.76</u>	
Pep Club		
Concessions	<u>3.90</u>	
Ticket Sales (hours/event)	<u>18.00</u>	Per hour? _____ or Per event? <u>X</u>
Senior Class Advisor		
Junior Class Advisor		
Band Director	<u>5.2</u>	
Choir Director	<u>5.2</u>	
Drill Team	<u>3.5</u>	
FFA		
FCCLA		
BPA		
Driver's Education	<u>3000</u>	Years in position _____
Athletic Director ** <i>Principal</i>		Extra duty _____ or Duties done during contracted day _____
Football, Head Coach	<u>11.59</u>	Years in position _____
Football, Asst. Coach	<u>8.5</u>	
Volleyball, Head Coach	<u>11.5</u>	
Girls' Basketball, Head Coach	<u>11.5</u>	Years in position _____
Girls' Basketball, Asst. Coach	<u>8.5</u>	
Girls' Baseball Coach		
Boys' Basketball, Head Coach	<u>11.5</u>	Years in position _____
Boys' Basketball, Asst. Coach	<u>8.5</u>	
Boys' Baseball Coach		Years in position _____
Basketball Elementary	<u>6.5</u>	
Wrestling, Head Coach		Years in position _____
Wrestling, Asst. Coach		
Girls' Track, Head Coach	<u>10</u>	Years in position _____
Girls' Track, Asst. Coach	<u>7</u>	
Boys' Track, Head Coach	<u>10</u>	Years in position _____
Boys' Track, Asst. Coach	<u>7</u>	
Track, Elementary	<u>4.5 each</u>	
Girls' Softball, Head Coach	<u>10</u>	Years in position _____
Soccer, Head Coach		Years in position _____

* percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	<u>8.15</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	<u>13.25</u>	Years in position <u>14</u>
Secretary (per hr)	_____	<u>8.65</u>	Years in position <u>4</u>
Maintenance Person (per hr)	_____	<u>11.25</u>	Years in position <u>1 yr</u>
Custodian (per hr)	_____	<u>9.55</u>	Years in position <u>27</u>
Assistant Custodian (per hr)	_____	_____	
Head Cook (per hr)	_____	<u>9.15</u>	Years in position <u>2</u>
Assistant Cooks (per hr)	_____	<u>8.60</u>	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	<u>10.49</u>	<u>11.12</u>	Years in position <u>16, 3 mos</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays	<u>30%</u>	
Debate & Speech	<u>30%</u>	
Cheerleader Advisor	<u>40%</u>	
Pep Club	_____	
Concessions	<u>20%, 40% Jr Hi Varsity</u>	
Ticket Sales (hours/event)	_____	Per hour? _____ or Per event? <u>5.00</u> per game
Senior Class Advisor	_____	
Junior Class Advisor	_____	
Band Director	<u>100%</u>	
Choir Director	_____	
Drill Team	_____	
FFA	<u>60%</u>	
FCCLA	_____	
BPA	<u>30%</u>	
Driver's Education	<u>1500/hr</u>	Years in position <u>3</u>
Athletic Director **	<u>150%</u>	Extra duty _____ or Duties done during contracted day _____
Football, Head Coach	_____	Years in position _____
Football, Asst. Coach	_____	
Volleyball, Head Coach	_____	
Girls' Basketball, Head Coach	<u>100%</u>	Years in position <u>1</u>
Girls' Basketball, Asst. Coach	<u>7.50%</u>	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>100%</u>	Years in position <u>3</u>
Boys' Basketball, Asst. Coach	<u>7.50%</u>	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	<u>50%, 30%</u>	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Boys / Girls' Track, Head Coach	<u>100%</u>	Years in position <u>3</u>
Boys / Girls' Track, Asst. Coach	<u>7.50%</u>	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

a percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>5.97</u>	<u>8.22</u>
Title I Aides (per hr)	<u>6.64</u>	<u>8.22</u>
Special Ed Aides (per hr)	<u>6.64</u>	<u>9.08</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>10.20</u>		Years in position <u>7</u>
Secretary (per hr)	<u>6.86</u>	<u>9.36</u>	Years in position <u>9</u>
Maintenance Person (per hr)		<u>12.27</u>	Years in position <u>13</u>
Custodian (per hr)	<u>7.08</u>	<u>10.21</u>	Years in position <u>17</u>
Assistant Custodian (per hr)			
Head Cook (per hr)		<u>10.21</u>	Years in position _____
Assistant Cooks (per hr)		<u>9.08</u>	
Dishwasher (per hr)		<u>6.00</u>	
Bus Driver (per hr)	<u>9.18</u>	<u>13.42</u>	Years in position <u>17</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>N/A</u>	Years in position _____
Librarian	<u>—</u>	Years in position _____
Annual / Yearbook Advisor	<u>604</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day
Newspaper Advisor	<u>—</u>	Extra duty _____ or Duties done during contracted day <input checked="" type="checkbox"/>
School Plays	<u>—</u>	
Debate & Speech	<u>1369</u>	
Cheerleader Advisor	<u>1459</u>	
Pep Club	<u>—</u>	
Concessions	<u>1250</u>	
Ticket Sales (hours/event)	<u>15</u>	Per hour? _____ or Per event? <input checked="" type="checkbox"/>
Senior Class Advisor	<u>—</u>	
Junior Class Advisor	<u>344</u>	
Band Director	<u>1435</u>	
Choir Director	<u>1435</u>	
Drill Team	<u>—</u>	
FFA	<u>1575</u>	
FCCLA	<u>837</u>	
BPA	<u>737</u>	
Driver's Education	<u>15.75</u>	Years in position <u>17</u>
Athletic Director **	<u>2185</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day <input checked="" type="checkbox"/>
Football, Head Coach	<u>2565</u>	Years in position <u>25</u>
Football, Asst. Coach	<u>1661</u>	
Volleyball, Head Coach	<u>2730</u>	
Girls' Basketball, Head Coach	<u>2730</u>	Years in position <u>0</u>
Girls' Basketball, Asst. Coach	<u>1527</u>	
Girls' Baseball Coach	<u>—</u>	
Boys' Basketball, Head Coach	<u>2730</u>	Years in position <u>1</u>
Boys' Basketball, Asst. Coach	<u>1679</u>	
Boys' Baseball Coach	<u>—</u>	Years in position _____
Basketball Elementary	<u>856</u>	
Wrestling, Head Coach	<u>—</u>	Years in position _____
Wrestling, Asst. Coach	<u>—</u>	
Girls' Track, Head Coach	<u>2254</u>	Years in position <u>17</u>
Girls' Track, Asst. Coach	<u>1459</u>	
Boys' Track, Head Coach	<u>2254</u>	Years in position <u>17</u>
Boys' Track, Asst. Coach	<u>1459</u>	
Track, Elementary	<u>1028</u>	
Girls' Softball, Head Coach	<u>—</u>	Years in position _____
Soccer, Head Coach	<u>—</u>	Years in position _____

2254

> one coach

* percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	_____

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	<u>12⁰⁰</u>	Years in position <u>9</u>
Secretary (per hr)	_____	<u>9¹⁰</u>	Years in position <u>17</u>
Maintenance Person (per hr)	_____	_____	Years in position _____
Custodian (per hr)	_____	<u>13⁰⁰</u>	Years in position <u>19</u>
Assistant Custodian (per hr)	_____	<u>6⁷⁵</u>	
Head Cook (per hr)	_____	<u>8⁷⁰</u>	Years in position <u>3</u>
Assistant Cooks (per hr)	_____	_____	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	<u>10⁰⁰</u>	<u>17⁰⁰</u>	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	<u>300⁰⁰</u>	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays	<u>215⁰⁰</u>	
Debate & Speech	_____	
Cheerleader Advisor	<u>460⁰⁰</u>	
Pep Club	_____	
Concessions	<u>325⁰⁰</u>	
Ticket Sales (hours/event)	_____	Per hour? _____ or Per event? _____
Senior Class Advisor	_____	
Junior Class Advisor	_____	
Band Director	_____	
Choir Director	_____	
Drill Team	_____	
FFA	<u>3500⁰⁰</u>	
FCCLA	_____	
BPA	_____	
Driver's Education	<u>140⁰⁰</u>	Years in position <u>6</u>
Athletic Director **	<u>325⁰⁰</u>	Extra duty _____ or Duties done during contracted day _____
Football, Head Coach	_____	Years in position _____
Football, Asst. Coach	_____	
Volleyball, Head Coach	_____	
Girls' Basketball, Head Coach	_____	Years in position _____
Girls' Basketball, Asst. Coach	_____	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>700⁰⁰</u>	Years in position <u>1st</u>
Boys' Basketball, Asst. Coach	_____	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	<u>250⁰⁰</u>	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Base Track, Head Coach	<u>700⁰⁰</u>	Years in position <u>2</u>
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	_____
Special Ed Aides (per hr)	_____	_____

} None

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	<u>15.50</u>	Years in position <u>12 1/4</u>
Secretary (per hr)	_____	<u>9.84</u>	Years in position <u>12</u>
Maintenance Person (per hr)	_____	_____	Years in position _____
Custodian (per hr)	_____	<u>11.34</u>	Years in position <u>12</u>
Assistant Custodian (per hr)	_____	<u>9.84</u>	
Head Cook (per hr)	_____	<u>10.34</u>	Years in position <u>22</u>
Assistant Cooks (per hr)	_____	<u>9.84</u>	
Dishwasher (per hr)	_____	_____	
Bus Driver (per hr)	_____	<u>12.49</u>	Years in position _____

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	<u>1520.00</u>	Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays <u>2 people</u>	<u>1110.00</u>	total
Debate & Speech	_____	
Cheerleader Advisor	<u>2530.00</u>	
Pep Club	_____	
Concessions <u>3 people maximum</u>	<u>2020.00</u>	total
Ticket Sales (hours/event)	<u>20.00</u>	Per hour? _____ or Per event? <u>per varsity game</u>
Senior Class Advisor	_____	
Junior Class Advisor <u>2 people</u>	<u>150.00</u>	each
Band Director <u>pep band</u>	<u>1310.00</u>	
Choir Director	_____	
Drill Team	<u>1310.00</u>	
FFA	<u>1310.00</u>	
FCCLA	<u>1310.00</u>	
BPA	_____	
Driver's Education	<u>15.00</u>	per hour Years in position _____
Athletic Director **	<u>1000.00</u>	Extra duty _____ or Duties done during contracted day <input checked="" type="checkbox"/>
Football, Head Coach	_____	Years in position _____
Football, Asst. Coach	_____	
Volleyball, Head Coach	_____	
Girls' Basketball, Head Coach	<u>2320.00</u>	Years in position _____
Girls' Basketball, Asst. Coach	<u>1720.00</u>	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>2320.00</u>	Years in position _____
Boys' Basketball, Asst. Coach	<u>1720.00</u>	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	_____	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	<u>1520.00</u>	Years in position <u>Girls + Boys Combined</u>
Girls' Track, Asst. Coach	<u>910.00</u>	<u>Girls + Boys Combined</u>
Boys' Track, Head Coach	_____	Years in position <u>Combined with Girls</u>
Boys' Track, Asst. Coach	_____	<u>Combined with Girls</u>
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

* percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>5.50</u>	<u>10.62</u>
Title I Aides (per hr)	<u>5.50</u>	<u>10.62</u>
Special Ed Aides (per hr)	<u>5.50</u>	<u>10.62</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		<u>13.22</u>	Years in position <u>11</u>
Secretary (per hr)	<u>7.00</u>	<u>8.00</u>	Years in position <u>24</u>
Maintenance Person (per hr)		<u>13.66</u>	Years in position <u>24</u>
Custodian (per hr)			Years in position _____
Assistant Custodian (per hr)	<u>5.50</u>	<u>6.27</u>	
Head Cook (per hr)		<u>10.28</u>	Years in position <u>17</u>
Assistant Cooks (per hr)	<u>5.40</u>	<u>6.04</u>	
Dishwasher (per hr)			
Bus Driver (per hr)	<u>10.55</u>	<u>11.78</u>	Years in position <u>2, 8, 17</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays	<u>323/Play</u>	
Debate & Speech	<u>1,000</u>	
Cheerleader Advisor	<u>600/season Fall & Winter</u>	
Pep Club	<u>836</u>	
Concessions	<u>1312 + 10% of net Profit</u>	
Ticket Sales (hours/event)	_____	Per hour? _____ or Per event? _____
Senior Class Advisor	_____	
Junior Class Advisor	_____	
Band Director	<u>> 1,616</u>	
Choir Director	_____	
Drill Team	<u>350</u>	
FFA	_____	
FCCLA	<u>931</u>	
BPA	_____	
Driver's Education	<u>12.87</u>	Years in position <u>8</u>
Athletic Director **	_____	Extra duty _____ or Duties done during contracted day _____
Football, Head Coach	<u>2480</u>	Years in position <u>15</u>
Football, Asst. Coach	<u>1,774</u>	
Volleyball, Head Coach	<u>2,000</u>	
Girls' Basketball, Head Coach	<u>2,000</u>	Years in position <u>1</u>
Girls' Basketball, Asst. Coach	<u>1,552</u>	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>2480</u>	Years in position <u>10</u>
Boys' Basketball, Asst. Coach	<u>1,552</u>	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	<u>1,174</u>	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	_____	Years in position _____
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	_____	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

a percentage of base salary, please indicate that percentage _____ %.

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u> </u>	<u>6.67</u>
Title I Aides (per hr)	<u> </u>	<u>6.67</u>
Special Ed Aides (per hr)	<u> </u>	<u>6.67</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u> </u>	<u>8.50</u>	Years in position <u>1st</u>
Secretary (per hr)	<u> </u>	<u>9.94</u>	Years in position <u>15</u>
Maintenance Person (per hr)	<u> </u>	<u>10.00</u>	Years in position <u>1st</u>
Custodian (per hr)	<u> </u>	<u>-</u>	Years in position <u> </u>
Assistant Custodian (per hr)	<u> </u>	<u>10.63</u>	
Head Cook (per hr)	<u> </u>	<u>10.13</u>	Years in position <u>17</u>
Assistant Cooks (per hr)	<u> </u>	<u>8.18</u>	
Dishwasher (per hr)	<u> </u>	<u>-</u>	
Bus Driver (per hr)	<u>10.00</u>	<u>13.00</u>	Years in position <u>1-15</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u> </u>	Years in position <u> </u>
Librarian	<u> </u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u>x</u>
Newspaper Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u>x</u>
School Plays	<u> </u>	
Debate & Speech	<u> </u>	
Cheerleader Advisor	<u> </u>	
Pep Club	<u> </u>	
Concessions	<u> </u>	
Ticket Sales (hours/event)	<u> </u>	Per hour? <u> </u> or Per event? <u> </u>
Senior Class Advisor	<u>300.00</u>	
Junior Class Advisor	<u>250.00</u>	
Band Director	<u>886.00</u>	
Choir Director	<u> </u>	
Drill Team	<u> </u>	
FFA	<u> </u>	
FCCLA	<u> </u>	
BPA	<u> </u>	
Driver's Education	<u>12</u>	Years in position <u>16</u>
Athletic Director **	<u>1970.00</u>	Extra duty <u>x</u> or Duties done during contracted day <u> </u>
Football, Head Coach	<u>1855.00</u>	Years in position <u>2</u>
Football, Asst. Coach	<u>886.00</u>	
Volleyball, Head Coach	<u>2107.00</u>	
Girls' Basketball, Head Coach	<u>2167.00</u>	Years in position <u>1st</u>
Girls' Basketball, Asst. Coach	<u>1477.00</u>	
Girls' Baseball Coach	<u> </u>	
Boys' Basketball, Head Coach	<u>2167.00</u>	Years in position <u>1st</u>
Boys' Basketball, Asst. Coach	<u>1329.00</u>	
Boys' Baseball Coach	<u> </u>	Years in position <u> </u>
Basketball Elementary	<u>640.00</u>	
Wrestling, Head Coach	<u> </u>	Years in position <u> </u>
Wrestling, Asst. Coach	<u> </u>	
Girls' Track, Head Coach	<u>2659.00</u>	Years in position <u>10</u>
Girls' Track, Asst. Coach	<u>1034.00</u>	
Boys' Track, Head Coach	<u> </u>	Years in position <u> </u>
Boys' Track, Asst. Coach	<u> </u>	
Track, Elementary	<u>443.00</u>	
Girls' Softball, Head Coach	<u> </u>	Years in position <u> </u>
Soccer, Head Coach	<u> </u>	Years in position <u> </u>

a percentage of base salary, please indicate that percentage 10 %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>7.25</u>	<u>7.5</u>
Title I Aides (per hr)	<u>7.25</u>	<u>7.50</u>
Special Ed Aides (per hr)	<u>7.25</u>	<u>7.50</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)		<u>11.00</u>	Years in position <u>2.5</u>
Secretary (per hr)		<u>9.25</u>	Years in position <u>11</u>
Maintenance Person (per hr)		<u>10.25</u>	Years in position <u>10</u>
Custodian (per hr)	<u>6.</u>	<u>7.45</u>	Years in position <u>8</u>
Assistant Custodian (per hr)	<u>6.50</u>	<u>7.25</u>	
Head Cook (per hr)		<u>8.85</u>	Years in position <u>3</u>
Assistant Cooks (per hr)		<u>7.50</u>	
Dishwasher (per hr)		<u>N/A</u>	
Bus Driver (per hr)		<u>8.50</u>	Years in position <u>3</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u>NA</u>	Years in position	
Librarian <i>1/2 time</i>		Years in position	
Annual / Yearbook Advisor	<u>733</u>	Extra duty	<input checked="" type="checkbox"/> or Duties done during contracted day <input checked="" type="checkbox"/>
Newspaper Advisor	<u>N/A</u>	Extra duty	<input type="checkbox"/> or Duties done during contracted day <input checked="" type="checkbox"/>
School Plays	<u>N/A</u>		
Debate & Speech	<u>N/A</u>		
Cheerleader Advisor	<u>N/A</u>		
Pep Club	<u>N/A</u>		
Concessions	<u>\$ 500</u>		
Ticket Sales (hours/event)	<u>9.00</u>	Per hour? <input type="checkbox"/> or Per event? <input checked="" type="checkbox"/>	
Senior Class Advisor	<u>N/A</u>		
Junior Class Advisor	<u>N/A</u>		
Band Director	<u>N/A</u>		
Choir Director	<u>N/A</u>		
Drill Team	<u>N/A</u>		
FFA			
FCCLA			
BPA			
Driver's Education	<u>14.50</u>	Years in position	<u>4</u>
Athletic Director **	<u>2086.</u>	Extra duty	<input type="checkbox"/> or Duties done during contracted day <input checked="" type="checkbox"/>
Football, Head Coach	<u>1577.24</u>	Years in position	<u>2</u>
Football, Asst. Coach	<u>814.06</u>		
Volleyball, Head Coach	<u>1577.24</u>		
Girls' Basketball, Head Coach	<u>2095.60</u>	Years in position	<u>15 yrs</u>
Girls' Basketball, Asst. Coach	<u>838.24</u>		
Girls' Baseball Coach	<u>N/A</u>		
Boys' Basketball, Head Coach	<u>2035.15</u>	Years in position	<u>2</u>
Boys' Basketball, Asst. Coach	<u>814.06</u>		
Boys' Baseball Coach	<u>N/A</u>	Years in position	
Basketball Elementary	<u>457.91</u>	<i>for each Boys & Girls</i>	
Wrestling, Head Coach	<u>N/A</u>	Years in position	
Wrestling, Asst. Coach			
Girls' Track, Head Coach	<u>1624.09</u>	Years in position	<u>4</u>
Girls' Track, Asst. Coach	<u>554.13</u>		
Boys' Track, Head Coach		Years in position	
Boys' Track, Asst. Coach			
Track, Elementary	<u>N/A</u>		
Girls' Softball, Head Coach	<u>N/A</u>	Years in position	
Soccer, Head Coach	<u>N/A</u>	Years in position	

* Boys & Girls Combined

a percentage of base salary, please indicate that percentage _____ %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)		
Title I Aides (per hr)		
Special Ed Aides (per hr)		

NA

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	10	10	Years in position 8
Secretary (per hr)	7.50	7.50	Years in position 3
Maintenance Person (per hr)	9	9	Years in position 3
Custodian (per hr)			Years in position
Assistant Custodian (per hr)	8.60	8.60	
Head Cook (per hr)	7.85	7.85	Years in position 5
Assistant Cook (per hr)	7.35	7.35	
Dishwasher (per hr)			
Bus Driver (per hr)	7	7	Years in position 3

Activity

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	—	Years in position	—
Librarian	—	Years in position	—
Annual / Yearbook Advisor	\$752 4%	Extra duty	or Duties done during contracted day
Newspaper Advisor	\$470 2.5%	Extra duty	or Duties done during contracted day
School Plays	\$564 3%		
Debate & Speech	—		
Cheerleader Advisor/Sport	\$564 3%		
Pep Club	\$658 3.5%		
Concessions	—		
Ticket Sales (hours/event)	—	Per hour?	or Per event? \$10 for 2 games
Senior Class Advisor	\$188 1%		\$12.50 for 3 games
Junior Class Advisor	\$188 1%		
Band Director	\$846, 5 yrs 3-5%		
Choir Director	—		
Drill Team	\$564 3%		
FFA	\$3000		
FCCLA	—		
BPA	—		
Driver's Education	\$	Years in position	6
Athletic Director	**\$1598, 5+ yrs 6-8% 8-12%	Extra duty	or Duties done during contracted day X
Football, Head Coach	\$1974 5 yrs 9-11%	Years in position	5
Football, Asst. Coach	\$940 3 yrs 4-6%		
Volleyball, Head Coach	\$2162 5+ yrs 9.5-11.5%	Years in position	5+ \$2162
Girls' Basketball, Head Coach	9.5-11.5%		
Girls' Basketball, Asst. Coach	4-8% 5+ \$1504		
Girls' Baseball Coach	—		
Boys' Basketball, Head Coach	9.5-11.5%	Years in position	1 \$1880
Boys' Basketball, Asst. Coach	6-8% \$1504 5+ yrs		
Boys' Baseball Coach	—	Years in position	—
Basketball Elementary	6-8%		
Wrestling, Head Coach	—	Years in position	—
Wrestling, Asst. Coach	—		
Girls' Track, Head Coach	7-9% 5+ \$1692	Years in position	5+
Girls' Track, Asst. Coach	4-6%		
Boys' Track, Head Coach	—	Years in position	—
Boys' Track, Asst. Coach	—		
Track, Elementary	—		
Girls' Softball, Head Coach	—	Years in position	—
Soccer, Head Coach	—	Years in position	—

Rep

a percentage of base salary, please indicate that percentage %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>9.02</u>	<u>9.02</u>
Title I Aides (per hr)	<u> </u>	<u> </u>
Special Ed Aides (per hr)	<u>7.50</u>	<u>7.50</u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	Years in position
<i>one position</i> School Clerk (per hr)	<u>12.89</u>	<u>12.89</u>	<u>15</u>
Secretary (per hr)	<u> </u>	<u> </u>	Years in position <u> </u>
Maintenance Person (per hr)	<u> </u>	<u>10-</u>	Years in position <u>just began</u>
Custodian (per hr)	<u> </u>	<u>12.24</u>	Years in position <u> </u>
Assistant Custodian (per hr)	<u> </u>	<u> </u>	<u> </u>
Head Cook (per hr)	<u> </u>	<u>10.08</u>	Years in position <u>5</u>
Assistant Cooks (per hr)	<u> </u>	<u>7.96</u>	<u> </u>
Dishwasher (per hr)	<u> </u>	<u>5.15</u>	<u> </u>
Bus Driver (per hr)	<u>12.83</u>	<u>*13.60</u>	Years in position <u>27*</u>

1996
77/98

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	Years in position <u> </u>
Librarian	Years in position <u> </u>
Annual / Yearbook Advisor	Extra duty <u> </u> or Duties done during contracted day <input checked="" type="checkbox"/>
Newspaper Advisor	Extra duty <u> </u> or Duties done during contracted day <u> </u>
School Plays	<u> </u>
Debate & Speech	<u> </u>
Cheerleader Advisor	<u>1200</u>
Pep Club	<u> </u>
Concessions	<u> </u>
Ticket Sales (hours/event)	<u>12.00</u> Per hour? <u> </u> or Per event? <input checked="" type="checkbox"/>
Senior Class Advisor	<u> </u>
Junior Class Advisor	<u> </u>
Band Director	<u>1200</u>
Choir Director	<u> </u>
Drill Team	<u> </u>
FFA	<u> </u>
FCCLA	<u> </u>
BPA	<u> </u>
Driver's Education	<u>#13.00/hr.</u> Years in position <u>22</u>
Athletic Director **	<u>2500</u> Extra duty <input checked="" type="checkbox"/> or Duties done during contracted day <input checked="" type="checkbox"/> <u>BOTH</u>
Football, Head Coach	<u>2150</u> Years in position <u>3</u> + \$50 ea. yr. experience
Football, Asst. Coach	<u> </u>
Volleyball, Head Coach	<u>1900</u> + \$50 each yr. exp.
Girls' Basketball, Head Coach	<u>1900</u> Years in position <u>10</u> + \$50 for each year of experience
Girls' Basketball, Asst. Coach	<u>1200</u>
Girls' Baseball Coach	<u> </u>
Boys' Basketball, Head Coach	<u>1900</u> Years in position <u>4</u> + \$50 ea. yr. experience
Boys' Basketball, Asst. Coach	<u>1200</u>
Boys' Baseball Coach	Years in position <u> </u>
Basketball Elementary	<u>1115 x 2</u>
Wrestling, Head Coach	<u>730 x 2</u> Years in position <u> </u>
Wrestling, Asst. Coach	<u> </u>
Girls' Track, Head Coach	<u>1900</u> Years in position <u>8</u> + \$50 ea. yr. experience
Girls' Track, Asst. Coach	<u>1200</u>
Boys' Track, Head Coach	Years in position <u> </u>
Boys' Track, Asst. Coach	<u> </u>
Track, Elementary	<u>1200</u>
Girls' Softball, Head Coach	Years in position <u> </u>
Soccer, Head Coach	Years in position <u> </u>

one position

a percentage of base salary, please indicate that percentage %.

Cross Country 1200-

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	<u>\$ 6.00</u>	<u> </u>
Title I Aides (per hr)	<u>5</u>	<u> </u>
Special Ed Aides (per hr)	<u>7</u>	<u> </u>

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	<u>21.049</u>	<u>11</u>	Years in position <u> </u>
Secretary (per hr)	<u>7.06</u>	<u> </u>	Years in position <u> </u>
Maintenance Person (per hr)	<u>9.13</u>	<u> </u>	Years in position <u> </u>
Custodian (per hr)	<u>8.21</u>	<u> </u>	Years in position <u> </u>
Assistant Custodian (per hr)	<u>6.21</u>	<u> </u>	
Head Cook (per hr)	<u>9.84</u>	<u> </u>	Years in position <u> </u>
Assistant Cooks (per hr)	<u>6.14</u>	<u> </u>	
Dishwasher (per hr)	<u> </u>	<u> </u>	
Bus Driver (per hr)	<u>10.86</u>	<u> </u>	Years in position <u> </u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	<u> </u>	Years in position <u> </u>
Librarian	<u> </u>	Years in position <u> </u>
Annual / Yearbook Advisor	<u>500</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
Newspaper Advisor	<u> </u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
School Plays	<u>300</u>	
Debate & Speech	<u> </u>	
Cheerleader Advisor	<u> </u>	
Pep Club	<u> </u>	
Concessions	<u> </u>	
Ticket Sales (hours/event)	<u> </u>	Per hour? <u> </u> or Per event? <u> </u>
Senior Class Advisor	<u>150</u>	
Junior Class Advisor	<u>500</u>	
Band Director	<u>600</u>	
Choir Director	<u> </u>	
Drill Team	<u> </u>	
FFA	<u>900</u>	
FCCLA	<u> </u>	
BPA	<u> </u>	
Driver's Education	<u> </u>	Years in position <u> </u>
Athletic Director **	<u>500</u>	Extra duty <u> </u> or Duties done during contracted day <u> </u>
Football, Head Coach	<u> </u>	Years in position <u> </u>
Football, Asst. Coach	<u> </u>	
Volleyball, Head Coach	<u> </u>	
Girls' Basketball, Head Coach	<u>1800</u>	Years in position <u>6</u>
Girls' Basketball, Asst. Coach	<u>600</u>	
Girls' Baseball Coach	<u> </u>	
Boys' Basketball, Head Coach	<u>1800</u>	Years in position <u>1</u>
Boys' Basketball, Asst. Coach	<u>600</u>	
Boys' Baseball Coach	<u> </u>	Years in position <u> </u>
Basketball Elementary	<u>900</u>	
Wrestling, Head Coach	<u> </u>	Years in position <u> </u>
Wrestling, Asst. Coach	<u> </u>	
Girls' Track, Head Coach	<u>1200</u>	Years in position <u>6</u>
Girls' Track, Asst. Coach	<u>400</u>	
Boys' Track, Head Coach	<u> </u>	Years in position <u> </u>
Boys' Track, Asst. Coach	<u> </u>	
Track, Elementary	<u> </u>	
Girls' Softball, Head Coach	<u> </u>	Years in position <u> </u>
Soccer, Head Coach	<u> </u>	Years in position <u> </u>

* percentage of base salary, please indicate that percentage %.

School

CERTIFIED OR NON-CERTIFIED (Per Hour Wage)

	Minimum	Maximum
Instructional Aides (per hr)	_____	_____
Title I Aides (per hr)	_____	<u>7.00</u>
Special Ed Aides (per hr)	_____	_____

we only have 1

NON-CERTIFIED STAFF SURVEY (Per Hour Wage)

	Minimum	Maximum	
School Clerk (per hr)	_____	<u>13.00</u>	Years in position <u>1</u>
Secretary (per hr)	_____	<u>0</u>	Years in position _____
Maintenance Person (per hr)	_____	<u>11.00</u>	Years in position <u>1</u>
Custodian (per hr)	_____	<u>0</u>	Years in position _____
Assistant Custodian (per hr)	_____	<u>8.00</u>	
Head Cook (per hr)	_____	<u>12.25</u>	Years in position <u>1</u>
Assistant Cooks (per hr)	_____	<u>8.00</u>	
Dishwasher (per hr)	_____	<u>0</u>	
Bus Driver (per hr)	_____	<u>10.29</u>	Years in position <u>from 1-5</u>

AMOUNT PAID (above salary) FOR THE FOLLOWING EXTRA DUTY ITEMS *

Supervising Teacher	_____	Years in position _____
Librarian	_____	Years in position _____
Annual / Yearbook Advisor	_____	Extra duty _____ or Duties done during contracted day _____
Newspaper Advisor	_____	Extra duty _____ or Duties done during contracted day _____
School Plays	_____	
Debate & Speech	<u>1431.50</u>	
Cheerleader Advisor	_____	
Pep Club	_____	
Concessions	_____	
Ticket Sales (hours/event)	<u>15</u>	Per hour? _____ or Per event? <u>X</u>
Senior Class Advisor	_____	
Junior Class Advisor	<u>511.25</u>	
Band Director	_____	
Choir Director	_____	
Drill Team	_____	
FFA	<u>511.25</u>	
FCCLA	_____	
BPA	_____	
Driver's Education	_____	Years in position _____
Athletic Director **	<u>1840.50</u>	Extra duty _____ or Duties done during contracted day _____
Football, Head Coach	_____	Years in position _____
Football, Asst. Coach	_____	
Volleyball, Head Coach	_____	
Girls' Basketball, Head Coach	<u>1840.50</u>	Years in position <u>1</u>
Girls' Basketball, Asst. Coach	_____	
Girls' Baseball Coach	_____	
Boys' Basketball, Head Coach	<u>2365.50</u>	Years in position <u>21</u>
Boys' Basketball, Asst. Coach	_____	
Boys' Baseball Coach	_____	Years in position _____
Basketball Elementary	<u>277.10</u>	
Wrestling, Head Coach	_____	Years in position _____
Wrestling, Asst. Coach	_____	
Girls' Track, Head Coach	<u>1940.50</u>	Years in position <u>4</u>
Girls' Track, Asst. Coach	_____	
Boys' Track, Head Coach	_____	Years in position _____
Boys' Track, Asst. Coach	_____	
Track, Elementary	<u>1431.50</u>	
Girls' Softball, Head Coach	_____	Years in position _____
Soccer, Head Coach	_____	Years in position _____

combined

a percentage of base salary, please indicate that percentage _____ %.



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